

above & beyond

Winter 2012

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Teresa's View from the end zone at the Packer /Buccaneers game.

'Green and Gold'en Opportunity at Empire ~Amy Bettis



"I never win anything!" Teresa said.

industrial markets.

John Freismuth received the tickets from Sun Chemical Account Manager, Ed Klajda for End Zone Section 102, seats 11-14 (see diagram to the left). John decided to raffle the tickets off for FREE to Empire employees.



Ed Klajda
Sun Chemical

Empire employees were given a couple of days to register for the drawing. At 8:00 a.m. on Thursday, November 17th the lucky winner was drawn - Teresa Koski, 1st Shift, Level 3.

Our sincere thanks goes to Sun Chemical and Ed Klajda for without their generosity Teresa would have been watching the game on TV with the rest of us. It was a lot of fun to talk about going to a Packer game, and imagine all the 'What if' scenarios, and for Teresa that wish came true.

Excitement was high during the week of November 14th. Employees at Empire were buzzing with Packer Fever. Four Packer tickets were up for grabs for the Packer/Buccaneer game on Sunday, November 20, 2011.

The tickets were made available courtesy of Sun Chemical, a major ink supplier for Empire. Sun Chemical is the world's largest producer of printing inks and pigments and is also a leading provider of materials for packaging, publication, coatings, plastics, cosmetics, and other



Teresa's first sight of Lambeau Field... Go Pack, Go!



SAFETY AWARENESS NEWS

NATIONAL HEALTH & SAFETY OBSERVANCES

January 15-21, 2012

Healthy Weight Week
www.healthyweightnetwork.com



February 4, 2012

National Wear Red Day

The Heart Truth—a National Awareness Campaign for Women About Heart Disease National Heart, Lung, and Blood Institute Health Information Center www.hearttruth.gov or Women Heart www.womenheart.org or Go Red For Women Cause Initiatives American Heart Association National Center www.goredforwomen.org/national_wear_red_day.aspx



March 2012

Workplace Eye Wellness Month
Sponsored by Prevent Blindness America
<http://www.preventblindness.org>

SAVE YOUR SIGHT...
DON'T FORGET TO
WEAR YOUR PPE!!!



Your vision can be taken away in a blink of any eye.

Winter Safe Driving Tips

~ Article Courtesy of WI DOT

Winter driving conditions can be tricky for even the most experienced drivers. While a snow-covered road can be an obvious driving hazard, a road that just looks wet can also be deceptively slippery.

Please observe these winter driving tips, techniques and precautions:

1. Know your route and keep abreast of developing weather conditions.

2. Drink plenty of water. When the weather is chilly, dehydration might seem unlikely, but according to a study by the Mayo Clinic, as little as a 1-2 percent loss of body weight can lead to fatigue and reduced alertness — both of which can be deadly when you are driving in icy conditions.

3. Eat enough food. Your body needs more nourishment in cold weather than it does on a balmy summer day. Carry a day's worth of high-energy food and water in a warm area of your vehicle in case you are stranded for a few hours.

4. Pack a winter travel safety kit. Include a cell phone, an ice scraper and brush, a tow rope, cat litter (for use as a traction aid), blankets, a good flashlight, a candle, matches, a good book, a portable weather radio and a can of lock de-icer.

5. Slow down. A good rule of thumb is to reduce speed by 50 percent in snowy conditions. Blasting through snowdrifts may look cool in TV advertisements, but it's way too hard on your vehicle to be worth it. Equally important: Don't go too slow. Your car needs momentum to keep moving through snow on grades.

6. Keep a light touch on the controls. Smooth operation is the key to keeping control in slippery situations. Nervousness can lead to a hard clench of the steering wheel, which can result in loss of control. Consciously loosen your grasp or stretch out your fingers from time to time to help prevent that white-knuckled grip.

7. Know how to recover from skids. When braking on a slippery road, it's all too easy to "lock up" your wheels by stepping on the brakes a little too hard. If you start to skid, steer the vehicle gently in the direction you want the front of your vehicle to go and don't touch your brakes.

8. Keep your tires in good condition and properly inflated. Cold weather reduces tire pressure, so check and adjust frequently.

9. Make frequent rest stops. Winter travel is much more fatiguing than summer cruising, so stop every hour or so. Get out, stretch — maybe even make a few snow angels! It takes only five minutes to significantly improve your level of alertness.

10. If stranded, stay in your vehicle. Stay warm and wait for assistance. Make sure that your exhaust pipe is clear of any obstructions, including snow and ice; if you don't, carbon monoxide gas can build up inside the vehicle.

Whether you're hitting the road in winter for work or for pleasure, preparation and knowledge can help keep you whistling "Let it Snow" instead of fighting frostbite in a snowdrift.

Safety Coordinator:

Keith Cook..... R & D

Committee Members:

Jim Schwinefus..... Vice President

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



CMN & Empire Celebrate a 25yr. Partnership

Empire Screen Printing, Gundersen Lutheran and The Children's Miracle Network have partnered up for 25 years to produce the CMN Christmas Card. This year Gundersen Lutheran showed their appreciation by inviting Jim and Cindy Brush, John Freismuth, Jennifer Schloesser and myself, Amanda Kuehl to a luncheon, followed by a tour their facility.

In my opinion, the best part of the tour was seeing how the money raised from the cards is helping children in the Coulee Region. Funds raised from the CMN card and other events help families by making their stay in the Pediatric Oncology department more comfortable. Some purchases include: toys, games, gas cards, snacks and baby incubators in the neonatal intensive care unit.

The tour was followed up later in the week (Nov. 9th) with Empire hosting a reception for employees,



former card design winners and their families. Doug Billings brought the families on a company tour, highlighting Doming, our new Kammann press and our Flexo areas. CMN Program Specialist Mandy Nogle, presented gifts for the former card designers and thanked Empire for our contributions over the past 25 years. Cake and Coffee was enjoyed by all.

~ Amanda Kuehl

3rd Annual Empire Chili Cook-Off



Dust off those old family recipes, compile your grocery list, hoard your secret ingredients... The 3rd Annual Empire Chili Cook Off will soon be here. Chili will be sold for \$2.00 a bowl. The funds raised from the cook off will benefit Coulee Region Humane Society. After purchasing your bowl employees are eligible to vote and sample as many of the chilis as they would like. Impartial judges will again be selected from the community. Mark your calendars for Wednesday, February 1, 2012.

ACTIVITIES & EVENTS caLEndar

Jan.-March 2012

Coulee Region Chill Hockey
Omni Center, Onalaska,
WI 608-781-9566
www.omnicenter.net



Jan. 21 - Feb. 1, 2012

26th Annual Winter Rec Fest
sponsored by the City of
La Crosse, WI featuring a variety of winter activities for all ages.

608-789-7533

www.cityoflacrosse.org



March 3, 2012

Coulee Region Polar Plunge
Pettibone Beach

See website for full list of activities for the day of the plunge

http://www.specialolympic-swisconsin.org/plunge_a6-2.asp

For more events
and activities, visit

www.explorelacrosse.com

COMMUNITY CORNER

Get Ready Empire It's Saturday Night!



The Polar Plunge is upon us once again. The plunging theme for Empire will be Saturday Night Live or more appropriately Saturday Night 'Dive'

We will be plunging this year as our favorite SNL Characters. Many of us have grown up watching our favorite comedians. The costume possibilities are almost endless.

Last year we had 17 plungers and 3 chickens. As a team we raised \$2427.00.

This year let's increase our goal by 20% and see if we can raise \$3000.00 as a team and increase our number of participants to 25 plungers or more.

Empire will be plunging under the team name Empire Sat. Nite Dive or Empire SND. Please take the time to register yourself online. Any questions you can contact team captain Amy Bettis in the Art Dept.

If we can raise \$2500 in online donations BEFORE Feb. 17th Empire employees can win party at Buffalo Wild Wings Bash. So fire up for the Polar Plunge and hot wings!

~ Amy Bettis



revolutionary technology

Empire is Film FREE



Obsolete Agfa Avantra Imagesetter

It has been a long road, but Empire can finally say we are a film free printing facility (Say that 10x fast!). Film was a huge part of our day to day business, creating artwork, plates and screens. Of course a few of us still remember the old days with board art, the small format image setters, jobbing out large format films, strip ups and the Misomex. God forbid you wrecked a positive and had to have one remade and screen re-shot. New films and screens could take hours.

All of that began to change with large format imagesetters back in the late 90's. The Misomex and strip ups soon became obsolete. Empire could output everything in house



Second DTS unit purchased Fall 2011

Over the last few years film availability became a bigger issue. As digital technology improved, film suppliers began to disappear. Many times the imagesetters ran out of film and we had to wait for film shipment in order to complete production.

The search began to find a solution to becoming film free. In Spring 2011 the next step towards film free production was taken in Flexo. A Direct-to-Plate (DTP) unit was purchased and installed. Our film usage dropped again.

Empire devised a way to utilize our current DTS machine for small format. The only time we relied on film was when either of those systems failed. Our imagesetters began to take a background role in art production.

Now most everything would be DTS or DTP. The imagesetters were now only for backup.

Regardless of how jobs were produced, we had to maintain the imagesetters, as if they were doing 100% of our production, keeping chemicals fresh, film calibrated, equipment clean. It was silly just to keep resources and personnel to maintain the imagesetters as a back up. Push came to shove...

The final step in becoming completely

no longer have the need for elaborate silver recovery equipment and film recycling programs.

Quality is greatly improved because the image is directly generated to the



First Direct-to-Screen Unit installed Dec. 2007

screen/plate reducing dot loss/gain, that would be experienced with the traditional film methods.

Positive storage has become a thing of the past. Valuable production space once reserved for positive storage can freed up for a more productive use. Downtime to replace a screen has been reduced from several hours to less than 1 hour.

The addition of DTS has facilitated other modernizations in screen making production. Screen making at Empire had remained unchanged for almost 50 years! Several custom pieces of equipment to aid in producing quality screens faster and more efficiently were

environmentally friendly • better quality • reduced costs • more efficient

we needed from large to small format without the added darkroom time. In the next decade, Empire purchased an additional large format imagesetters. Now we maintained two large format imagesetters. All was good for awhile.

Rising film/chemical and maintenance costs began to push Empire toward reducing its dependence on film. In late December of 2007 we purchased our first Direct-to-Screen (DTS) unit. Not only did DTS improve production speed, but quality as well.

Film usage steadily dropped. However, not all jobs could be run DTS, Empire still had to rely on film output for small format and flexo.

New Direct-to-Plate unit



film free was the additional purchase of a second DTS unit in November 2011. The old imagesetters were destined for the auction block to see what money could be recouped.

Now free of equipment that was destined to become outdated, Empire could now realize all the benefits of digital imaging. We have eliminated the costly purchase of film, chemicals, and equipment maintenance.

Digital imaging is a much greener environmentally friendly process. We

produced by the skilled technicians/engineers in Empire's Maintenance and Machine shops.

The design and construction of an automatic screen dryer came first, gone are the days of the old box fan. Coating screens by hand was next to get an update. DTS demanded that there should be tighter tolerances for uniform coating of emulsion. The Machine Shop again designed and constructed Empire's first automatic coater.

I am sure with all these innovations a new set of challenges and headaches are to come, but I don't think any of us would like to return to the way things used to be. Progress is good.

~Amy Bettis

direct-to-screen • direct-to-plate

Halloween 2011 Employee Costume Contest



Alice Clark, 1st Place - Devil Lady



Mike Smith, 2nd Place - Hippie



Mitch Bjorkman, 3rd Place - Grandma Bjorkman



Ed Lee - Charlie Brown



Chase Penkaleski - Curly- 3 Stooges



Amy Bettis - Trashy Blonde



Courtney Reagles - Marshmallow Man



Dale Westaby - Commando



Ryan Gilbertson - Crazy Cat Lady



Amanda Kuehl - Wednesday Addams



Anthony Herold - Jody Low



Laura Snodgrass - Flo



Alicia Gilbertson - Military Gal



Jenny Ledman - Mardi Gras Bat



Jen Schloesser - Tron Legacy



Rebecca Burg - Mad Scientist



Lindsay Bonnar - Gansta Gal

Happy
Halloween!



the best of the worst

2011 Ugly Christmas Sweater Contest

Nate Monhaut, Winner



Nate Monhaut's Christmas Court



Vicky Shelmidine
1st Runner Up



Amy Bettis
2nd Runner Up



Rebecca Burg
3rd Runner Up

Nate's Comment on Winning:

"I would like to thank Goodwill for the best \$4.50, I've ever spent."



Chad Ellickson



Lindsay Bonnar



Kelly Ginther



Alice Clark



Rhonda Peterson



Jennifer Schloesser



Diane Fitzpatrick



Lisa Slonka



Amanda Kuehl



Troy Stockers



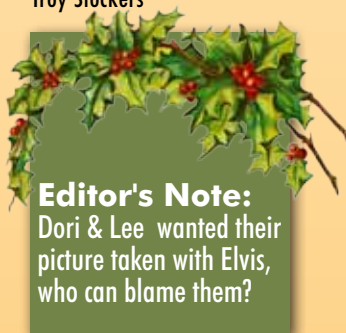
Jenny Ledman



Scott Seago



Dawn Adamson



Dori Muetz



Lee Vieth

recognition of excellence

SGIA Golden Image Award & SGIA Honorable Mention



Member since 1986



2011 SGIA Show • New Orleans, LA



The 2011 SGIA Expo was held at the Ernest N. Morial Convention Center in New Orleans. The show was attended by more than

16,000 people along with hundreds of exhibitors. Digital printers, vehicle wrapping, and a variety of new & unique materials were some of the highlighted areas this year. The expo featured the release of Nazdar's new LED ink line and the introduction of LED curing for the screen printing industry. The SGIA expo features a broad range

of technologies from digital and screen printing, finishing, apparel and decals.

The Expo also show-cases the best of the best in print and this year we proved we are a leading printer in the United States. Empire took Gold in Decal/label category this year, as well as, an Honorable Mention for Retail Displays/Exhibits. This is a continuation of the award winning year Empire had at the 2010 expo.

~Doug Billings, VP of Marketing

Former Empire Employee Makes Art His Life's Work



Some of you know and some of you do not know that Mike Pierce worked for Empire during his teenage years. We kind of lost track of the former Onalaska native, over the years, but his sister Angie Burnett brought us up to speed, as to where Mike is now.

As a life long artist, Mike had the idea to follow his dreams to Custer

South Dakota. Mike landed his dream job at the Crazy Horse Memorial as a painter and sculptor.

The local South Dakota press refers to Mike as the 'Master of Murals'. His accomplishments include murals displayed on billboards, garages, the Country Market and the V.F.W. His family is proud of him,... keep on drawing MP.

~ Angie Burnett

Mike Pierce and his mural, Fight for the Stolen Herd, 2011

Incentive Program & Safety Dinner • December 2011

Empire employees saw a successful conclusion to the Employee Incentive Program with check dispersment on December 14 , 2011. Jim, Lee, and Autum expressed their thanks on behalf of the Empire management team for everyone's efforts over the past year. They stressed how we all play an active role in how loss dollars effect the Incentive Program.

Our average lost dollar amount for the previous year was \$18488.39. Our current lost dollar average for the 2011-2012 year



Lee is very happy with improving our safety record

is \$11422.75. **Our average lost dollar amount was reduced by 38%!** The first month of the 2010-2011 Incentive Program incurred a \$34000 loss for the October 2010. In the first month for the 2011-2012 program we experienced our lowest loss rate since the the program inception. We lost only \$7800 during October 2011. This shows the program is working.

Awarenes and training will be the key. We must continue to seek ways to reduce lost dollars, and improve production methods. Additional training programs are currently being implemented to improve and maintain peak job performance.

Our Safety Reward Program also reaps the benefits of additional job training. Learning how to do our jobs safer and more efficiently helps everyone.

On December 20, 2011, all employees



Autum, Lee, & Jim present incentive checks for 2011

were treated to lunch courtesy of our Safety Committee, when we reached the first safety reward level of 122 days with no lost time. The next reward level will be triggered at 244 days with no lost time. Employees will be treated to lunch and all employees are eligible for the cash drawing. Keep up the good work!

~ Amy Bettis

Basics of Empire Incentive Program

Eligible Employees:

- Must be a full-time employee, as per the payroll change notice form
- Must have worked at Empire for at least one FULL year (365 days)
- Must be 18 years of age or older and a U.S. Citizen
- Must have completed an application for full-time work at Empire Screen Printing, Inc.

Vesting Schedule:

In order to be vested into the Incentive Program, you must be employed at Empire for a minimum of one year, as stated above. You will then be eligible for the following:

- 20% vested - second year of employment
- 40% vested - third year of employment
- 60% vested - fourth year of employment
- 80% vested - fifth year of employment
- 100% vested - sixth year or more of employment. The number of years worked at Empire must be consecutive, in order to be eligible to receive any part of the incentive program money.

Responsibilities of Employees:

- Perform job duties for which they have been hired to the best of their ability.
- Report any non-compliance (employee or employer issue) directly to supervisor within 2 days of discovery.
- If the issue involves a supervisor, contact a member of the Board of Advisors (Jim Brush, Jim Schweinfus, John Freismuth, Autum Jacobs, Lee Vieth or John Johnson).

Our Lucky Viking Fan

On October 26, 2011, Team Distributing of Holmen had a 20th Anniversary Open House. Team Distributing provides our cleaning supplies for maintenance and the rags for screening. Because it was their 20th year, they were giving away Packer tickets for the Nov. 20th game.

Every year several of Empire employees visit and learn about products. When I heard they were raffling Packer tickets this year, I wanted to make sure all whom normally attended this event knew that this last minute drawing had been added.

When I told Mark Klinski that they were giving away Packer tickets, being the big Packer fan that he is, said, "What the hell would I do with them?"

After expressing my opinion of that comment, I said, "Give them to me." He said, "Fine, Diane, if I win you can have them."

At the open house we were given an entry form that we had to take to each vendor and get signed in order to be eligible for the drawing. When I saw that, my first thought was that Mark will never stand in line and wait to get this card signed. I asked Mark if he waited in line to get the card signed. He said "Yes Diane, just for you".

After the name was drawn, Lee Keim, our sales rep. came to Empire and asked who is Mark Klinski? Lee Vieth remarked, "He's the guy with the Vikings hat and Vikings shirt." When Lee Keim handed the tickets to Mark, he replied, "Someone is going to be happy!"

Mark Klinski brought the tickets back to the ink department camouflaged in a pair of anti-fatigue shoes and handed them over to me. Words can't describe how elated I was. **Mark Klinski is truly a man of his word, thanks again Mark.**

~ Diane Simonson

Empire Creating a Happier Workforce

An article in the November 2011 issue of Printing Impressions magazine sparked the theme of this current newsletter article. Check out the link to full article [http://www.piworld.com/magazine/printing-impressions/archive/november2011/Printing's Best Workplaces - The Cream of the Crop](http://www.piworld.com/magazine/printing-impressions/archive/november2011/Printing's%20Best%20Workplaces%20-%20The%20Cream%20of%20the%20Crop), by Eric Cagle

Upon reading the full article I wanted to compare how Empire stacked up to the companies featured in the magazine. The highlighted print shops are scattered across the U.S. and range from 50+ employees to over 700 employees.

Suttle-Straus in Waunakee, WI has been recognized as a best workplace recipient for 11 consecutive years, 6 of those years include the Best of the Best honors. Suttle-Straus President, John Berthelsen maintains the following, "It's not one or two things that distinguish or build a company's culture," he adds. "I have always been a firm believer that it is not about doing a couple of things 100% better. It's about doing 100 things 5% better."

Across the board these companies provide the standard benefit package of insurance, 401k, etc... It is what else they do to go beyond what is expected to maintain a stable, happy and profitable workforce.

Empire emulates many of the methods noted in the Best Workplaces article:

- Maintaining a Safety Committee.
- Providing on the job training.
- Employee incentive and profit sharing programs
- Publishing an employee newsletter



- Hosting employee recognition events, such as, the Safety Dinner
- Community awareness activities, such as, the Empire Chili Cook-Off, the Polar Plunge and CMN Christmas Card
- Sponsoring fun team building activities, like the Halloween Costume and Ugly Christmas Sweater Contests.

"By connecting company performance and continuous improvement with profit sharing, we're making a strong statement about the positive changes and contributions employees make that directly impact profitability," notes John Edwards, President and CEO of Edward Brothers, in Ann Arbor, MI. This is a very appropriate statement that falls directly in line with what Empire's Incentive Program is attempting to accomplish.

"Maintaining a stable workforce is extremely important. The cost of employee turnover is very high," Berthelsen concludes. "We have a pretty high seniority rate, with some people working here 35-40 years... If you can keep your turnover low that is a huge advantage."

This statement sounds a lot like Empire! Many of our employees have been with the company 20+ years or more.

Of course, these companies also do many things, which we aren't able to do currently at Empire. Many of these companies have wellness programs, health/fitness programs, discounted gym memberships, tuition assistance. That doesn't mean we can't work towards implementing them in the future. As we grow, we can set goals, and make Empire an even better place to work. Who knows someday Empire can be one of those printers featured between the covers of Printing Impressions.

WI State Fair Cranberry Cookies

Recipe courtesy of Wisconsin State Cranberry Growers Association

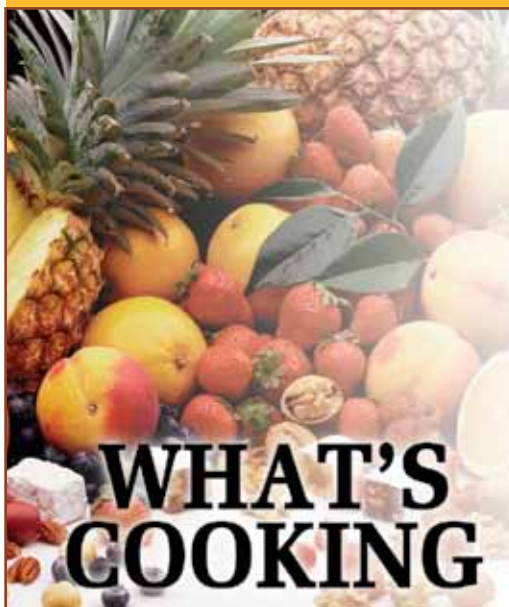
2/3 cup butter or margarine, softened
 2/3 cup brown sugar
 2 large eggs
 1-1/2 cups old-fashioned oats
 1-1/2 cups flour
 1 teaspoon baking soda
 1/2 teaspoon salt
 1 6-ounce package raisins
 2/3 cup white chocolate chips

fluffy. Add eggs, mixing well.

In a separate mixing bowl, combine oats, flour, baking soda and salt. Add to butter mixture in several additions, mixing well after each addition. Stir in sweetened dried cranberries and white chocolate chunks.

Drop by rounded teaspoonfuls onto ungreased cookie sheets. Bake for 10 to 12 minutes, or until golden brown. Cool on a wire rack.

Makes approximately 2-1/2 dozen cookies.



EMPLOYEE SPOTLIGHT

My Trip to the Frozen Tundra

On November 16, 2011 I heard that Empire was having a drawing for 4 tickets to the Packer game on November 20th, at Lambeau Field. I put my name in the box on the way out that night thinking there was no way I would ever win tickets. The next morning they held the drawing and I heard my name over the intercom and I was so



Tanya, modeling her matching Packer hat.

incredibly happy I could have jumped up and down if I hadn't had to go claim my tickets.

It was just so exciting... me going to a Packer game. Wow! I decided I was going to take my friend Tanya and my sister Deb and my brother in law James. Tanya and I met my sister and her husband in Green Bay. Of course we had brats and beer and went shopping at the Stadium's Packer Pro Shop. We got some fashionable hats (mine matches).

We had some awesome seats right behind the end zone so we could watch Aaron Rodgers do his work (and watch him bend over)! UW Madison marching band also performed at the game. Towards the end the game it got really exciting, but of course the Packers beat the Buccaneers 35 to 26.

This was my first live Packer game

and I would like to thank Empire Screen Printing for making it possible to go. I had a major good time with my



Fun photo op at Lambeau Field

sister Deb, her husband James, and my friend Tanya. It was definitely worth the 34 degree weather and the long trip. Now to try to win more tickets.

~Teresa Koski

Employee Anniversaries

JANUARY

- Kathy Cuellar..... 39 yrs.
- Dawn Adamson 28 yrs.
- Steve Nelson 25 yrs.
- Randy Hoff..... 23 yrs.
- Fred Baures..... 19 yrs.
- Tina Karaffa 16 yrs.
- Chris Mikunda..... 14 yrs.
- Jen Schloesser..... 12 yrs.
- Richard Ebner 6 yrs.
- Mai Khang..... 5 yrs.
- Amanda Kuehl..... 5 yrs.
- RaeAnn Hansen 5 yrs.
- Vanessa Fox* 5 yrs.
- Eric Wienkes..... 4 yrs.
- Shawn Brush 3 yrs.
- Diane Fitzpatrick..... 2 yrs.
- Nicholas Wolfe 2 yrs.
- Tiffany Montellano... 2 yrs.
- Allison Piske..... 1 yr.
- Sylvester Kendrick 1 yr.

FEBRUARY

- Colleen Matthews... 38 yrs.
- John Freismuth..... 20 yrs.
- Shane Hulbert..... 18 yrs.
- Guy Gregerson 16 yrs.
- Jason Harnisch..... 11 yrs.
- Doug Billings 9 yrs.
- Jordan Coleman 9 yrs.
- Angie Meistad..... 8 yrs.
- Ron Vian 6 yrs.
- Scott Gates 5 yrs.
- Burt Kendrick 5 yrs.
- Michael Parker..... 5 yrs.
- Ryan Oliver..... 5 yrs.
- Tim Tollackson 5 yrs.
- Stacie Boisen 5 yrs.
- Justin Ross 4 yrs.
- Leanna Klotz* 4 yrs.
- Dan Poff 3 yrs.
- Anthony Herold..... 2 yrs.
- Amanda Johnson 2 yrs.

- Alyssia George..... 2 yrs.
- Shelly Kendhammer... 2 yrs.
- Todd Phillips 2 yrs.
- Diane McMahon* 2 yrs.

MARCH

- Clark Martin..... 23 yrs.
- Jeff Gierok 19 yrs.
- Sherrie Vinson 19 yrs.
- Jessica Kamrowski.. 16 yrs.
- Petra Vogel 15 yrs.
- Lu Ebersold..... 11 yrs.
- Jon Severson 7 yrs.
- Terry Swenson..... 7 yrs.
- Andy Kiedrowski 6 yrs.
- Robin Patrow 2 yrs.
- Gabriel Shegonee* 2 yrs.
- Donald Weber* 2 yrs.
- Karl Schultz..... 1 yr.
- Chad Ellickson..... 1 yr.

*Part-time employees

Employee Announcements

Congratulations **Angie Meistad** and **Jon Severson** on the birth of their daughter **Addison Kaylee**
Born: November 2, 2011



Our condolences to **Jeff Gierok** & family. Our prayers and thoughts are with you on the loss of your father **Albin George Gierok**
Born: Feb. 19, 1935
Died: Oct. 12, 2011



Congratulations **Jerry Fishbaugher** on winning the gas grill from Empire supplier, Tekra



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.

Welcome New Employees

Albert Vang

Jordan Vaughan

Coordinators:.....Doug Billings
Editor:.....Amy Bettis
Layout Design:Cathy Buttell
Photographers:Jen Schloesser
..... Doug Billings, Amy Bettis
..... Teresa Koski

Proofreaders:Chris Kendhammer
..... Clark Martin
Contributors: Amy Bettis, Doug Billings
..... Teresa Koski, Amanda Kuehl
.....Dori Muetz, Jen Schloesser
.....Diane Simonsen, Angie Burnett

DEADLINE FOR NEXT NEWSLETTER: March 26, 2011

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