

# above & beyond

## Summer 2013 Featured Articles

### EMPIRE UPDATES

Empire's Path to Sustainability  
Riverland Energy Rebate  
Kaizen Updates

### SAFETY AWARENESS NEWS

Drug Testing Policy  
Empire Handbook Drug Policy  
Newest Safety Committee Member

Digital Safety Upgrades  
Safety Inspection - Accounting  
Safety Goal Met

### EMPLOYEE NEWS

Retirees Mary Lakey  
& Roger Henderson  
New Intern - Olivia Curti

### COMMUNITY SERVICE

Successful Benefit for Hannah  
Getting a Healthy Night's Sleep  
Why Portion Control Matters

### CALENDAR ACTIVITIES & EVENTS

### EMPLOYEE ANNIVERSARIES

### NEW EMPLOYEES

### EMPLOYEE ANNOUNCEMENTS



**GREEN TIER**

Advantage: Business Advantage: Environment



~ Jennifer Schloesser

## Empire's Path to Sustainability

On June 5th, 2013, Empire received its Green Certification through the WI DNR Green Tier 1 program. This certification is awarded to companies who have demonstrated a good environmental record, implemented an Environmental Management System (EMS) and have a written Sustainability Policy. This policy pledges to seek out opportunities and innovations that go beyond regulatory compliance for the benefit of our customers, employees, business partners and community.

Green Certification is similar to ISO. Empire is required to demonstrate compliance and document the information. Annual Reporting and audits are required to record progress of our objectives. We are also required to hold bi-annual stakeholders meetings, where community representatives are invited to observe and advise us on our sustainability efforts.

In today's global economy, companies are looking for

businesses that have demonstrated a good environmental record. As a Green Tier Member, we can set ourselves apart from our competition. The use of the Green Tier logo, will help us market and communicate our sustainability efforts to the public and our customers.



Green Tier Stakeholder, Tom Thompson (Gundersen Clinic) and Randy Hoff discuss the finer points of the Green Committee's presentation.

As a Green Tier member, Empire will receive recognition on the Wisconsin DNR's website. Our page can be found at: <http://dnr.wi.gov/topic/GreenTier/Participants/EmpireScreenPrinting.html>.

Our investments in LED technology can offer our customers the "Green" solutions. The reduction of energy use, compared to traditional UV energy use is astounding. (see Energy Rebate article on pg. 6)

Other green improvements include, updating our light fixtures from T12's to T8's. We are currently about 80%



Empire was recognized for their sustainability efforts by the Specialty Graphics & Imaging Association (SGIA)





# SAFETY AWARENESS NEWS

## Safety Committee, New Member, Michael Ausing



**Greater Insurance Service Corp. Senior VP**  
1990-Present

Michael is our insurance agent that represents EMC Insurance Company, Empire's provider for Workman's Comp. He has 27 years industry experience. Twenty-three years have been with Greater Insurance Service Corp.

Michael's expertise is commercial insurance. His roles include overseeing the property and casualty division of GIS, agent development and recruitment, customer service, and sales.

### CERTIFICATIONS & LICENSES

- ARM Designation, Associate in Risk Management, vital skills to effectively control, assess, and finance risk
- AAI Designation Accredited Advisor in Insurance In-depth knowledge of property/casualty insurance

### CONTINUING EDUCATION

- Working towards Associate in Claims (AIC) Designation AIC program aids with determination of coverage, liability, and damages in workers compensation, property and liability claims, human relations, and bad faith issues.

## ~ Amy Bettis Drug Testing Employer & Employee Rights

If your employer or prospective employer in Wisconsin has asked you to take a drug test, you'll want to know your legal rights. Federal law places few limits on employer drug testing: Although the federal government requires testing by employers in a few safety sensitive industries which include transportation, aviation, and contractors with NASA and the Department of Defense. Federal law doesn't otherwise require – or prohibit drug tests. For the most part, state and local laws determine whether an employer may test employees and applicants for drugs.

Although many states have passed laws regulating or restricting an employer's right to require drug testing, Wisconsin is not one of them. Although Wisconsin requires state contractors on certain public works projects to drug test, no Wisconsin statute addresses drug testing in private

employment. Workplace drug testing is neither required nor prohibited.

President Ronald Reagan introduced drug-free workplaces. His Drug-Free Workplace Act of 1988 made it mandatory that Federal employees abstain from drug use whether on or off duty. Many of the nation's largest corporations decided this was good practice for all employers and since that time, many companies introduced drug testing as a condition of employment.

Please take the time to review Empire's drug and alcohol policy as stated in the policy handbook (see opposite page). Empire's policy was based on policies used by major employers, such as 3M Companies. Our policy was reviewed by the Safety Committee and approved by upper management.

## ~ Amy Bettis Safety Committee Member, Retires

Roger Henderson was a familiar face to many at Empire. For the past 7 years Roger represented EMC Insurance Company, our workman's compensation provider.



Roger sat in on several worker's comp and safety committee meetings, where he faithfully guided us through the ups and downs of insurance quagmires. It was on his watch that Empire and its

employees achieved a 3 year safety record.

Tasty treats courtesy of his wife JoAnn were always on the table for every meeting. I am not sure what we will miss more Roger or his wife's treats!

According to Roger the things he will miss most about working with everyone at Empire is, "...the camaraderie, focus on safety, attentiveness to detail, cooperation, daily effort to keep the plant clean, ability to make decisions quickly."

We wish Roger and his wife well as they retire in Florida, where they are currently building a home. JoAnn and Roger anticipate many happy hours boating and golfing.

### Safety Coordinator:

Keith Cook.....R & D

### Committee Members:

Lee Vieth..... Plant Manager  
John Johnson..... Operations Coord.  
Autum Brush..... Vice President  
Michael Ausing..... Insurance Agent

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



## Digital Safety Upgrades

Safety upgrades complete in Digital Dept. Many thanks to Ron Vian in the Machine Shop for building the material rack. This rack should reduce the risk of a crush hazard.



Before



After



## Second Safety Goal Met

As of June 22, 2013, the 2nd safety benchmark, of 244 days, was reached at Empire, that is over 8 months without a lost time accident.

Employees enjoyed a catered meal on June 26th and were eligible for a cash drawing. Our next goal is 365 days in mid Oct. Work hard and stay safe!

## Safety Inspection Accounting Dept. ~ Amy Bettis & Keith Cook



Trip hazard at top of stairs



Exit sign should be relocated & lit



Unmarked Fire Exit to the roof & fire escape ladder



Unmarked door to nowhere

traveling up and down the stairs. Dawn, Diane, & Justine mentioned they trip on the steps, especially the step at the very top, numerous times. New employees or visitors to the accounting offices are at a higher fall risk because they are not aware of the problem.

This particular stairway has been a long time problem. A short term and a permanent solution will need to be found. Short term solutions include flagging the top step and removing the carpet. The permanent solution would be to rebuild the steps with the proper rise and run.

Other items of note include properly marking the Fire Escape and marking doors that are NOT exits. It was also noted from the landing in accounting, that the

EXIT sign on the main floor is burnt out and should be removed or relocated to mark the exit accordingly.

The last potential safety risk was the use of a space heater. Following proper space heater use guidelines are essential. The heater itself should have an auto shut off if it is tipped over or overheats. The best policy is not to use a space heater at all to lower the risk.

Members of the safety committee evaluated the accounting department for safety risk factors. It may seem silly to check these non-production areas at Empire, where safety risks seem low, but risks do exist. Overall the area was well organized and clean.

Only a few problem areas exist. A solution will need to be evaluated for the top step of the stairway to the accounting offices. This is a tripping hazard when

## Empire Policy Handbook

**Article 6 Sect. 2 Drug & Alcohol Policy** Empire has the right to request a drug &/or alcohol test for any employee or applicant at any given time. A refusal may result in possible disciplinary action or denial of employment.

Drug &/or alcohol use is not allowed while on the job at Empire. Employees are prohibited from being at work with ANY detectable trace amount of drugs or alcohol in their system.

A mandatory drug &/or alcohol test will be required after an accident, which occurs while the employee is at work or fulfilling their duties for Empire if any of the conditions are met

- Any lost time due to an accident
- Injuries that require anyone to be removed from the scene to receive medical care
- Damage to company vehicles & property
- Citations issued by the police
- Fatalities result

The following results of the test may provide evidence as to the cause of the incident. If evidence shows drug and/or alcohol use was the cause of an incident on the job, in the state of Wisconsin, workers' compensation benefits may be decreased by 15% up to a maximum value of \$15,000 for injuries that are due to alcohol intoxication, illegal use of controlled substances or analogs, or the employee's failure to abide by any known reasonable rule adopted by the employer.

### Sect. 3 Disciplinary Actions For Positive Drug Test

If an employee's positive drug test result has been confirmed, the employee will stand down from his/her duties & may be subject to disciplinary action, up to and including termination.

No disciplinary action may be taken against employees who voluntarily identifies themselves as drug users, obtain counseling, rehabilitation, & comply with return-to-duty and follow-up drug testing.

**Policy Handbook Rev 11/2012**





## Hope for Hannah Benefit ~ Amy Bettis & Chris Schultz

Despite the rain, family, friends, co-workers, community members and businesses came together to show their support for Hannah Klinski. Donations came pouring in for the event.

Everywhere you looked there were volunteers signing people up for the auction, selling raffle tickets, tip boards, food, beverages, t-shirts, etc... you name it. The event proceeds will aid the Klinski family with the financial burden associated with Hannah's accident and help to provide for Hannah's needs in the future.

At Empire Mark's fellow co-workers donated several items for the

auction and raffle. Departments came together to compile numerous themed packages and/or baskets such as wine, coffee & chocolate, adult beverages, camping & outdoors, summer fun, grilling, golf, Lia Sophia jewelry, candles, B & B package, Italian food, flowers/wine, Scentsy gift basket, bird house/feeder package, custom artwork and home brewed beer.

It is hard to say how much was earned for the benefit until the final tallies are complete, but it was easy to see people's generosity. For example the Door Hall Tree was purchased and donated back three different times

during the live auction capturing \$2475.00 for Hannah's benefit.

Chris Schultz (Customer Service) attempted to keep track of the items up for live auction. She admits she missed recording a few items, due to the noise and pace of the auction. However, according to her notes, the preliminary total for the auction is over \$31,500.00.

Mark Klinski commented that he and his family are grateful and humbled by everyone's generosity and support. (cont. on pg. 6)



# The 'Voice' of Empire Retires an interview w/ Mary Lakey



Mary Lakey was hired on 11-1-1999 and retired on 06-07-2013

**Q: What was your first job at Empire?**

A: Typing quotes on a TYPEWRITER!!

**Q: Where did you work before Empire?**

A: I worked for Midwest Products and an insurance office in Holmen

**Q: What did you like most about working at Empire?**

A: I liked the variety of things... being up in my own little corner of the world able to look out the windows at the beautiful scenery, data entry, and feeling needed! I was able to put a face to the voice on the phone, when you got to meet them in person. They usually do not look like you have them pictured!

**Q: Who are the important people in your life?**

A: Husband - Jim, daughters - Amy and Rhonda, granddaughter - Mara and son-in-law Matt.



Mary always performed her job with a smile

**Q: What are your plans for retirement?**

A: No structured plans. I am sure the first few days will feel like I am on vacation, then every day will feel like Saturday, except Sunday. I will spend extra time with our granddaughter this summer, maybe some traveling later in the year. Volunteer. Relax.

**Q: What is your favorite restaurant, maybe we will see you there?!**

A: Drugan's

**Q: Do have any favorite activities or hobbies that will keep you busy?**

A: Gardening, volunteering, old time dancing, playing cards, walking, hanging out with friends and family, and relaxing on my deck while sipping on a Rumchatta!

**Q: Is there anything you would like to say to your friends at Empire after working here for almost 14 years?**

A: Hang in there - your turn will come! Until then, I want to thank everyone that keeps on working and paying in to Social Security so that I can keep drawing (\$) out! I will miss seeing all of you, thanks for your friendship.



Deb Lawrence is training to be the new 'Mary'

## Welcome New Intern



**Olivia K. Curti** is Empire's newest marketing intern. She will be working with Doug Billings and Amanda Kuehl assisting with various projects through the summer until she returns to college in the fall.

Olivia is currently studying at Drake University, Des Moines, Iowa for a Bachelor of Fine Arts in Graphic Design, Musical Theatre Minor, estimated graduation May 2015

Her coursework includes: Digital media, Drawing, 2D Design, 3D Design, Typography, Form and Concept

## Getting a Healthy Night's Sleep ~ Courtesy of Health Tradition Health Plan



Do you have trouble falling asleep, and staying asleep? Sleep is as important to you as a balanced diet and regular exercise.

You may not be getting good sleep if you do not feel refreshed when you wake up in the morning. People with insomnia report a lower quality of life compared with people who are sleeping well.

If you suffer from insomnia, you are at higher risk for obesity, high blood pressure, heart disease and diabetes, as well as, psychiatric problems like depression or anxiety disorders.

For a better night's sleep:

- Establish and follow a consistent bedtime ritual
- Avoid afternoon or evening naps
- Avoid strenuous exercise right before bedtime
- Take a warm bath 1-2 hours prior to bedtime
- Do not smoke before bedtime
- Keep your sleep environment dark, quiet and comfortably cool
- Lower or eliminate the use of stimulants, such as beverages or medications containing caffeine
- Drink a glass of milk either warm or cold before bedtime
- Do not eat a large snack or consume alcohol close to bedtime
- Keep a sleep diary

If you are still not sleeping well after a week or two, see you health care provider.



Jeff Gierok & Jay Yehle explain the steps taken to earn the rebate from Riverland Energy.

## Empire Awarded Energy Rebate ~ Amy Bettis & Jin Schwinefus



On Empire's behalf, Jim Brush accepts the rebate check & congratulations from Aaron Torud.

Aaron Torud from Riverland Energy visited Empire in June for a tour and to present Empire Screen Printing with an energy rebate check for \$20,000.

Energy rates haven't changed, the money for the rebate has to come from somewhere? The rebate check was a direct result of Empire's efforts to significantly reduce their energy consumption. Simply put, we were able to recapture the money

we would have paid out in utilities, in the form of a rebate. So how did we do it?

A 5-year plan was implemented to changeover T12 fluorescent fixtures to T8's. The new fixtures use 30% less energy to operate and are 30% brighter in comparison to the old lights. This means we can get the same amount of light with significantly fewer fixtures at a much lower operating cost.

The other major contributing factor was the development of UV LED technology. A standard UV 12x14 press costs \$34,351 (5,000 hrs./yr.) to run annually. A 12x14 press using UV LED only costs \$658 (5,000 hrs./yr.) to run annually. That is a annual cost savings of \$33,693!

Empire plans to convert the remaining 12x14 presses from UV mercury vapor curing to UV LED curing. Conversion cost per press is \$73,374. Conversion cost

divided by annual cost savings gives you a return on investment of 2.1 years per press.

The payback & savings coupled with the falling LED lamp prices can fund future press conversions. This rebate will help jump start the conversion of the remaining 12x14 presses. Feasibility studies are in progress for eventually converting our larger presses to UV LED. Empire is changing the future of screen printing.

The rebate process was spearheaded by Jeff Gierok and Jay Yehle. Jeff compiled the necessary data, with Jay's help, to complete the application. Without their hard work this rebate would never been realized. Management would like to thank Jeff and Jay for going above and beyond on Empire's behalf.

## A Heartfelt Thanks from the Klinski's



Hannah Klinski with her parents Mark and Tami.

My family and I would like to thank you for all the support given to us since Hannah's accident in February. The cards, visits, donations of money, vacation days people donated on my behalf, words cannot express how much it has helped in our recovery and in Hannah's. We are truly blessed and thankful to be members of this community.

I am so proud of each and everyone of you, and I am honored to be part of this team. The Empire family of owners and employees have went above and beyond anything my family and I could imagine. You truly have shown what the 'WOW!' factor is all about.

**Thank you all so much!**  
Hannah, Tami, Tara, and Mark Klinski

## Kaizen Updates ~ Sheila Fox

Finished Goods Inventory Kaizen held during March of 2013 has a few outstanding action items: Complete the overstock program, WiFi connectivity, and mobile laptop

As time allows, Curt Johnson has been writing and implementing software upgrades to rid the current overstock management program of bugs and glitches.

As soon as larger programming projects are completed the issue of being able to connect wirelessly to the network via a mobile laptop cart will be addressed.

As lean manufacturing promotes, this Kaizen is all about continuous improvement.



## Why Portion Control Matters ~ Article Courtesy of Health.com



When you have type 2 diabetes, you need to gauge portion sizes correctly, so you know how many calories and carbohydrates you're taking in and how they will affect your blood sugar.

Learning what a portion size actually is—and eating that amount—is tricky. People are notoriously bad at estimating what, say, a cup of breakfast cereal looks like.

*Limit portions, lose weight* Limiting portions can help you lose weight and ultimately prevent complications.

A 2004 study of 329 overweight people found that 38% of those who practiced portion control for two years lost 5% or more of body weight, compared with 33% of participants who did not (they gained 5% or more of body weight).

### Use these tips to get started.

#### • Don't skip meals

If you're starving, you're more likely to eat an extra-large portion. For most people, the best plan is to eat three well-designed meals and one snack.

"People need to eat a minimum of three times a day, avoiding going longer than five hours without eating," says Nadine



Uplinger, a spokesperson for the American Dietetic Association and director of the Gutman Diabetes Institute at the Albert Einstein Healthcare Network in Philadelphia. "You don't need to get up in the middle of the night, but don't skip meals."

#### • Measure and weigh food

"Measuring and weighing are so critical," says LuAnn Berry, RD, a certified diabetes educator at the University of Pittsburgh Medical Center at Passavant. "We're such poor judges. We don't know what 3/4 ounce of pretzels looks like."

It's about 15 mini pretzels.

#### • Know your "rules of thumb"

Did you know that 3 ounces of lean meat is equivalent to a deck of cards? And 1 cup of breakfast cereal is about the size of a fist?

This info is crucial, particularly when you need to choose the right portion size quickly.

#### • Serving size vs. portion size

What's the difference? It matters.

Serving sizes per container are listed on the nutrition facts label.

For example, a small bag of

pretzels may say that it contains two servings, so if you're eating the whole bag—your portion size—you'd have to double the calorie, fat, and carbohydrate information per serving to know how much you're consuming.



#### • Use portion-control plates

What are they? These are handy plates with painted lines (or just smaller plates in general) that help measure carbohydrates, proteins, cheese, and sauces.

In a June 2007 study, researchers at the University of Calgary randomly assigned 130 people with type 2 diabetes to use those plates or regular ones.

Overall, 17% of those who used the plate lost 5% or more of their body weight, while only 4.6% of the control group did; 26% of those who used the plate were able to cut back on diabetes medication (because they lost more weight), compared with 11% of people who did not use the plate.

#### • Develop good "eating out" habits

First, fill up your plate with green veggies, and get full on those before eating other food. Then, when ordering a meal, ask the server to only put half the meal on your plate and pack the other half to go.

Finally, keep in mind that restaurants specialize in mega-portions; a 12-ounce steak can contain three to four servings of meat (two to three servings a day are recommended).

## Light Lemon Pesto Pasta

### Ingredients

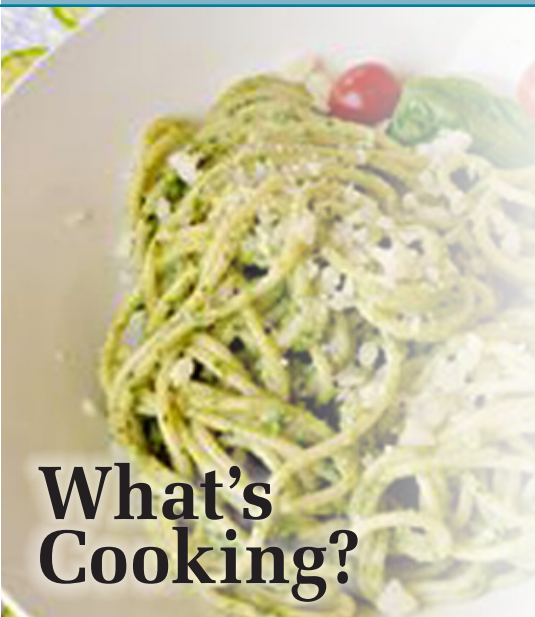
1 16oz. Pkg. Spaghetti  
4 oz. Pecorino-Romano Cheese

6 Cloves Garlic  
2 Cups Fresh Spinach  
1-2 Cups Fresh Basil Leaves  
1/2 Cup Chopped Walnuts  
1/2 Cup Lemon Juice  
1/4 Tsp. Lemon Zest  
1/4 Tsp. Salt  
2 Tbsp. Olive Oil

### Directions:

1. Bring a large pot of lightly salted water to a boil. Cook spaghetti until firm to the bite, about 12 minutes; drain. Transfer spaghetti to a large bowl.
2. Put cubed Romano cheese in the bowl of a food processor; process until coarsely grated, about 30 seconds.
3. Put garlic into the food processor and process until the cheese and garlic are combined.
4. Add spinach, basil, walnuts, lemon juice, lemon zest, and salt; process until the mixture comes together into a thick paste. Scrape down the sides of the bowl with a spatula.
5. With food processor running, drizzle olive oil into the mixture. Continue processing until the oil is integrated smoothly.
6. Pour sauce over spaghetti and toss to coat.

Recipe Courtesy of allrecipes.com



## What's Cooking?

# SpotLight

## COMPANY SPOTLIGHT (cont.) Path to Sustainability

complete with these conversions.

In the last year we have created a recycling program which has diverted 25% of our waste from landfills to be recycled and another 41% of our waste converted to energy. Only 34% of our waste stream went to the local landfill. Prior to our sustainability policy, 59% of our waste stream went to the landfill.



committee, our focus was to become green certified. Along the way we realized, this wasn't just filling out an application and waiting for the results. We needed to show results in order to even qualify for certification. Thankfully, Empire had already demonstrated an excellent environmental record.

We have people dedicated to researching and developing innovations that directly impact our carbon footprint and our bottom line. Through team effort

information was gathered to evaluate and measure our results. We are taking this data to further develop our EMS. This will help us monitor both high and low risk environmental impacts, and enable us to make sound decisions for continual improvement.

Our goals as a team, are to continue to educate our employees, business partners and customers on the importance of sustainability and recycling. It is our responsibility as a company and as individuals to continue to make efforts toward reducing our carbon footprint, not just at work, but in our own lives.

When we established our Green

### Employee Announcements Empire Calendar Contest Photos Needed!!!

This year's theme is cityscapes & architecture. Submission deadline is **July 31, 2013**

Mark your calendars for Empire's National Sales Meeting the summer of 2014

### Employee Incentive Program

Only 45.5% of incentive plan profits went to employees. That means 54.5% of that profit went to cover lost dollars. If we would have met the 50/50 mark we would have deposited \$105,895.50 instead of \$95,821.80. **That is over \$10,000+ that could have gone into the employee incentive.** In a 12 month period that could mean \$120,000.00! We should strive for 50% or better. Let's work smarter, not harder. Keep that money in your pocket, where it belongs!

#### 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

### JULY

Steve Remen ..... 41 yrs.  
Ralph Young ..... 22 yrs.  
Chris Schultz ..... 21 yrs.  
Mary Arentz ..... 19 yrs.  
Laramie Schwier ..... 19 yrs.  
Debra Gorniak ..... 19 yrs.  
Joann Anderson ..... 16 yrs.  
Sheldon True ..... 14 yrs.  
Teresa Koski ..... 14 yrs.  
Robert Kranski ..... 9 yrs.  
Dee Norling ..... 8 yrs.  
Kevin Steele ..... 8 yrs.  
Robert Trudeau ..... 6 yrs.  
Chris Daugherty ..... 6 yrs.  
Dale Westaby ..... 6 yrs.  
Derek Remen ..... 4 yrs.  
Robert Wellnitz ..... 3 yrs.  
Ka Yang ..... 3 yrs.  
Jakob Wilson ..... 2 yrs.  
Matthew Hastings ..... 1 yr.

### AUGUST

Sue Maule ..... 30 yrs.  
Angie Burnett ..... 30 yrs.  
Mike Smith ..... 26 yrs.  
Deb Wolfe ..... 26 yrs.  
Steve Johnson ..... 23 yrs.

Sharon Ronnie ..... 23 yrs.  
Lee Vieth ..... 22 yrs.  
Jeff Meyer ..... 22 yrs.  
Phillip Hartmann ..... 17 yrs.  
Randy Stenberg ..... 17 yrs.  
Julie Butterfield ..... 16 yrs.  
Vicky Shelmidine ..... 16 yrs.  
Patricia Lastofka ..... 14 yrs.  
Steve Lechnir ..... 14 yrs.  
Doug Kuehn ..... 8 yrs.  
Cheryl Boyd ..... 8 yrs.  
Josh Leisgang ..... 8 yrs.  
Levi Adank ..... 8 yrs.  
Julie Kane\* ..... 7 yrs.  
Raymond Wurzel ..... 7 yrs.  
Tanner Smith ..... 6 yrs.  
Cory Vieth ..... 5 yrs.  
Ronnie Laack ..... 4 yrs.  
Dan Metz\* ..... 4 yrs.  
Leslie Turner ..... 3 yrs.  
Mai Moua ..... 3 yrs.  
Cher Yang ..... 3 yrs.  
Lance Reichgelt ..... 3 yrs.  
Gee Vue ..... 3 yrs.  
Diane Johnson ..... 3 yrs.  
Alicia Gilbertson ..... 3 yrs.  
Kelly Ginther ..... 2 yrs.  
Chris Hundt\* ..... 2 yrs.

Ava Grimsled ..... 1 yr.  
Ellen Klug ..... 1 yr.  
Karina Richards ..... 1 yr.  
Adam Krupa\* ..... 1 yr.  
Cheryl Osley\* ..... 1 yr.  
Jordan Listheim\* ..... 1 yr.

### SEPTEMBER

James Brush ..... 53 yrs.  
Steve Stenberg ..... 35 yrs.  
Randy Smith ..... 22 yrs.  
Nancy Gilbertson ..... 16 yrs.  
Michael Rowlands ..... 9 yrs.  
Kaara Freismuth\* ..... 8 yrs.  
Kim Page ..... 6 yrs.  
Mark Arenz ..... 3 yrs.  
Chris Johnson ..... 3 yrs.  
Katie Boone ..... 3 yrs.  
Mitch Bjorkman ..... 3 yrs.  
Jayda Schiffer ..... 2 yrs.  
Chad Bartelt ..... 2 yrs.  
Mark Hoeth ..... 2 yrs.  
Matthew Hart ..... 1 yr.  
Jared Papenfus ..... 1 yr.  
Laura Bjorkman ..... 1 yr.  
Tamara Sheire\* ..... 1 yr.  
Amanda Slimmen\* ..... 1 yr.  
Courtney Reagles\* ..... 1 yr.  
Kevin Schmitz\* ..... 1 yr.

\*Part-time employees

### Welcome New Employees!

Rose Ziegler, Jeri Gross, Jacky Vue and Jameson Kaiser\*

Coordinators:..... Doug Billings	..... Roger Henderson, Mary Lakey
Layout Design:..... Cathy Buttell	..... Deb Gilbertson, Keith Cook
Photographers:..... Amanda Kuehl	..... Chris Schultz, Sheila Fox
..... Amy Bettis	..... Jim Schwinefus, Mark Klinski
Proofreaders:..... Clark Martin	..... Diane Fitzpatrick, Jennifer Schloesser
Contributors:.. Michael Ausing, Amy Bettis	

DEADLINE FOR NEXT NEWSLETTER: Sept. 23, 2013

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