

above & beyond



December 2013 Calendar photo, courtesy of Haranna Alford, Empire Sales Rep.

Empire is Going HOT & SWEET!!! Charity Chili Cook-Off & Bake Sale



Winter 2013 Featured Articles

STRIVING FOR EXCELLENCE

Kaizen 40 x 61 Flow
Empire Employee Library
Incentive Program

SAFETY AWARENESS NEWS

Access to First Aid Resources
Empire's First CPR/AED/FA Class

COMMUNITY CORNER

New CMN Heroes Note Cards
Charity Chili Cook-Off & Bake Sale
Salvation Army

EMPLOYEE SPOTLIGHT

Halloween Photos
Ugly Christmas Sweater Contest

CALENDAR

ACTIVITIES & EVENTS

EMPLOYEE ANNIVERSARIES

NEW EMPLOYEES

EMPLOYEE ANNOUNCEMENTS

The oven mitts are on, and kitchens will be heating up this year. Empire Screen Printing will be hosting its **Fourth Annual Charity Chili Cook-Off, plus its 1st Annual Charity Bake Sale, on Wednesday, February 20th.** Self proclaimed chefs and bakers can test out their culinary skills on the Empire populace!

If you like it hot, toss together your super, secret chili recipe and see if you can capture a title in the Mild/Medium, Hot/Spicy, or Specialty categories. If you have a sweet tooth whip up a batch of your favorite baked goods.

The success of this event depends on YOU. All employees are encouraged to participate. If you aren't the greatest cook, bribe your spouse, mom or grandma to make a pot of their special chili or your favorite cookies, bars, cupcakes, or muffins for this charity event.

If you work on second or third shift make arrangements with the Marketing Team to set out your chili and/or baked goods. Sign up

for the Cook-Off and/or Bake Sale by February 15, 2013. They will be posted by both time clocks.

For \$2.00 employees can purchase a bowl to sample and vote on the chilis. All baked goods will be priced for sale as well.

As with past Chili Cook-Offs Empire chooses a local charity to benefit from the event. This year all proceeds from the event will be donated to the Salvation Army. Empire will match the total amount earned by employees, from the event.

In addition to the money raised, we will also be collecting needed items on the Salvation Army's wish list. Collection boxes will be placed near both lunchrooms for the items. Watch for posters with details as to what items are needed.

Celebrity judges will be invited to sample and judge the entries in the Chili Cook-Off. Judging will start at 10:30am. Bake sale will be open for business at 6:30am. Chili and baked goods will be sold until gone.



SAFETY AWARENESS NEWS

Improving Access to First Aid Resources ~ Amy Bettis

Always keep safety in mind when at work. Keeping path ways open to areas where first aid supplies are stored. This is critical when an emergency arises. DO NOT block with pallets or equipment at ANY time.

Do you know where the nearest first aid supplies are located if needed?

Empire has three (3) portable First Aid kits with CPR barrier masks located in the following supervisor's offices; Lee Veith, Deb Wolfe and Randy Hoff. The AED with a CPR mask is located in the white alarmed cabinet outside of the plant lunchroom. Additional supplies

are stored in a marked file cabinet in the Ink Dept.

Twenty-six (26) eye wash stations are located throughout all production areas. NEW sharps biohazard medical containers will soon be located in the bathrooms closest to the plant and office lunchrooms, for proper disposal of insulin syringes and other medical waste.

Please take note of this and keep everyone safe.



Empire's First CPR/AED/FA Certification Class ~ Amy Bettis



Explaining proper first aid techniques



Matt & Derek hands on skills



Kathy practices CPR compressions



Autum demonstrates how to apply a soft splint

As a whole we can feel safer, knowing that 24 employees across all three shifts have been trained and certified in CPR, AED and basic First Aid. Empire invested over \$2000 in educating their employees by covering the cost of the instructor training, CPR mannequins, AED Trainers, classroom materials, first aid supplies *plus* all Red Cross Certification costs.

This is an average cost of \$83.00 per employee. If you were to take the same course through our local Red Cross

Chapter, it would cost \$110/person. Cost of future trainings will be significantly less, around \$30/person now that the initial investment in equipment has been made. The next scheduled training is tentatively scheduled for the end of Summer or beginning of Fall 2013.

Please note who took the time to learn these life saving skills. Thank you for your dedication, hard work, and commitment to the health and safety of your co-workers.

First Shift: Rebecca Burg, Keith Cook,

Tom Donaldson, Shane Hulbert, Autum Jacobs, John Johnson, Mark Klinski, Randy Lemke, Kevin Mason, Lisa Massoth, Diane Simonsen and Kathy Vaughan

Second Shift: Mai Khang, Dan Poff, Courtney Reagles, Carrie Fishbaugher, Brian Subjek, and Ralph Young

Third Shift: Rachel Gilkes, Matt Hastings, Sylvester Kendrick, Sue Maule and Derek Remen

For more photos of the training check out Empire's Facebook page.

safety committee

Safety Coordinator:

Keith Cook.....R & D

Committee Members:

Lee Veith..... Plant Manager

John Johnson..... Operations Coord.
 Roger Henderson Insurance Agent
 Dawn Adamson Accounting
 Diane Fitzpatrick..... Human Resources
 Amy Bettis Art Dept/CPR Instr.

Brian Searle Maintenance
 Dale Westaby Maintenance
 Debbie Wolfe..... Large Value Stream
 Alice Clark Screen Making

Salvation Army In Our Community



The Salvation Army does a lot more than you think in our community. As a non-profit organization they provide much needed social services, such as, a daily meal program, food pantry, health care and counseling services, emergency shelter, thrift store, and a whole lot more.

Through the community's generosity, the SA's meal program serves three meals a day 365 days a year. With proof of residency, people in need are invited to come for groceries once per month at the SA Food Pantry.

The SA through Caring Inc., Health Care provides free health care services to underprivileged, low income individuals. This is a collaborative effort with Viterbo, La Crosse County Health Dept. Caring, Inc. strives to educate individuals about healthy living and wellness, providing services such as; flu shots, blood pressure tests, tuberculosis skin tests, diabetes screening, cholesterol screening and nutrition screening.

An emergency shelter is operated at 223 North 8th Street in La Crosse. The shelter welcomes men, women and families year round. Services offered at the shelter include; case management,

referrals to appropriate community resources, alcohol and drug abuse counseling by a certified counselor, employment education and assistance, and three meals a day.

The SA Thrift Store on the North side of La Crosse on Copeland Ave. also benefits those in need at the shelter! People at the emergency shelter are given thrift store vouchers for clothing, furniture and other needed items free of charge. Remaining items are sold to the general public at affordable prices. The proceeds from those sales, meanwhile, are funneled back to help the Emergency Shelter.

The SA has a wish list of items needed to supply these various services; cash donations, non-perishable food items, peanut butter, jelly, diapers (sizes 4, 5 & 6), wipes, toiletries, men's & women's socks, bus tokens. The thrift store is in need of the following; furniture, knick knacks, dishes/pots & pans, clothing of all sizes, shoes.

Volunteers and donations are always needed. Call 782-6126 or visit www.salvationarmy.org to find out how you can help.

ACTIVITIES & EVENTS

caLENDAR

Oct. 2012 - Mar. 2013

Coulee Region Chill Hockey
Omni Center, Onalaska,
WI 608-781-9566

crchill.pointstreaksites.com



Jan. 16 - Jan. 27, 2013

27th 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.



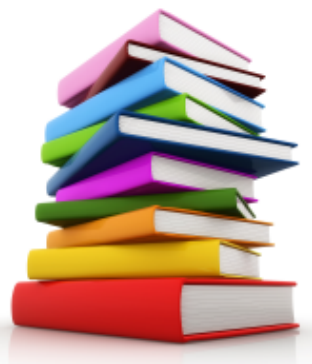
Feb. 9, 2013

Catch-A-Cure for Cancer
Ice Fishing Tourney 8am - 1pm
includes youth division \$10-Adult
\$5-Children, age 12 & under
On Lake Onalaska behind
Red Pines Bar & Grill
on Cty Rd. Z

For more events
and activities, visit
www.explorelacrosse.com

COMMUNITY CORNER

Community Corner



Employees Create Learning Library ~ Amanda Kuehl

Attention junkies, book addicts and bargain hunters Empire is starting a FREE book exchange! We are asking for your help. Do you have books lying around at home taking up space and

collecting dust? We want them. We are currently accepting educational books with the purpose of fostering a community of learning. (see list)

The book exchange will be open to all Empire employees. Leave a book, take a book, it is as simple as that. In the near future bookcases will be placed in the lunch rooms or by the time clocks, but for now; please bring books to the art department. Please keep in mind, books are to be donated with the expectation you

will not get them back. Let's make this program a success!

Examples of books accepted: Non-fiction books, Self-help, How-to, Finance, Business Management, Personal or professional growth, Hobbies, Manuals or reference books, Text books, History, Biographies

Currently NOT accepted: Periodicals, comics, fiction, including romance novels

children's Miracle Network Heroes Empire's Commitment to CMN

~ Mandy Nogle, CMN



Once again Empire Screen Printing is proving how dedicated they are to the Children's Miracle Network. Empire is donating all the printing and labor for the CMN Hero notecards. You can purchase a package of 20 cards featuring 5 different designs created by this year's CMN Heroes.

CMN Hero - CALEB BERGER

A rite of passage for most kids is the freedom of their first bicycle. Seven year-old Caleb Berger of Melrose, Wis. spends much of his time getting around on wheels—a wheelchair that is because he is living with cerebral palsy. But like other kids, Caleb was excited to get his first “big kid bike” earlier this summer.

On his bike, Caleb can feel independent and a bit heroic as he meets this new challenge head on. Caleb's parents, Steven and Amy Berger were able to purchase this adaptive bicycle for their son with help from Children's Miracle Network Hospitals.

CMN Hospitals has meant a lot to this family. When Caleb was born, CMN Hospitals provided gas money so Amy and Steven could make frequent trips to be with Caleb in the hospital while caring for three young girls at home. There was also money for gas

to take Caleb to Decorah for an intensive physical therapy program.

Despite the challenges of cerebral palsy, Caleb is a lot like other kids his age. He enjoys swimming, playing with trucks, music and, of course, riding his bike. Unlike a lot of kids his age, Caleb claims to have 10 girlfriends.

Meet Caleb and it's easy to see why. He's a charmer with an easy smile and laugh. Maybe that's why, around their hometown everyone knows Caleb, especially now that he's been officially recognized as the hero they always knew he was.



CMN Hero ABEL BOETTCHER

Abel's dad, Shane, dreamt of his son growing up to play sports and share his love of the outdoors. After all, he was “Daddy's boy.” But when Abel was 10 days old, those dreams were put on hold when Abel suffered a brain hemorrhage.

Abel was airlifted to a hospital near the Boettcher's home in Altoona. There, he remained for three months during which time he had multiple strokes and surgeries.

Among the Boettchers many supporters was Children's Miracle Network Hospitals. In the Tri-state region, CMN Hospitals is a service

of Gundersen Lutheran Medical Foundation, but support is given to any child in need no matter where they receive their care.

“We've been blessed by CMN Hospitals. They helped us with mileage for Abel's many doctor appointments and with toys and tools that helped him learn to sit up, crawl, stand and walk,” Shane and Rebecca explain.

“Today, Abel is doing great and has made much progress. Although he still requires leg braces, he's walking, running and jumping like other boys,” they add. “God has been so faithful to Abel and our family.”

Shane happily reports that Abel is “all boy”—a kid who loves sports and exploring outdoors. Once again Abel's parents dare to dream of a bright future for him.

CMN Hero - EMMA GROLL

Four-year-old Emma Groll of Bangor, Wis., is living proof that the size of the heart does not affect a person's capacity to love. She was born with hypoplastic left heart syndrome—a rare heart defect in which the left side of the heart is critically underdeveloped.

Emma had the first of three open-heart surgeries when she was just nine days old. Her third surgery was last August soon after she turned 3 years old. Her parents, Liz and Justin, are hopeful this will be her

last surgery for a while, but she will likely need other surgeries later in life or a possible heart transplant.



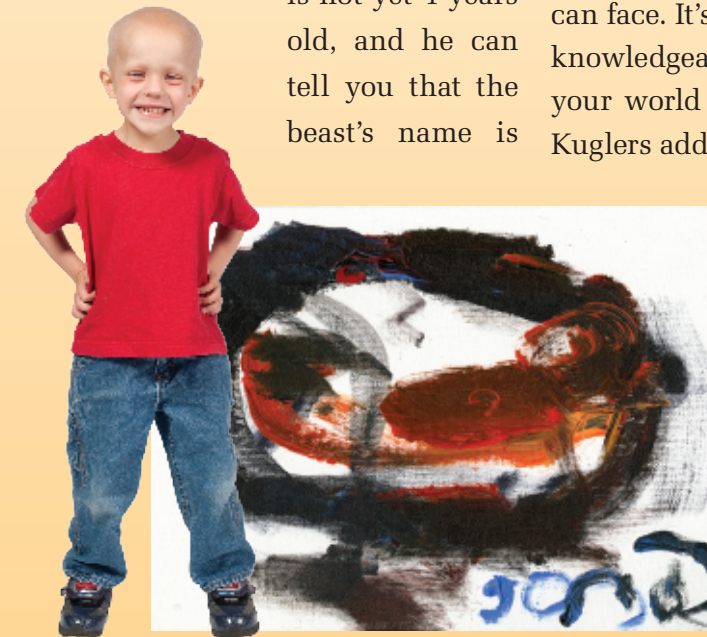
Through it all, Children's Miracle Network Hospitals has been there to support the Groll family. “They paid for gas, food and motel stays for each of Emma's surgeries. They helped pay for an amazing family weekend just before Emma's last surgery,” the Grolls remember. “This allowed us, for a brief time, to forget about the surgery and just be a normal family.”

Despite its underdeveloped size, Emma's heart is as big as her smile. She loves her mom, dad and three sisters, of course. She also loves being a princess, playing with Barbies, watching Dora and adoring Flynn from “Tangled.”

With the love and care of her family, friends, CMN Hospitals staff and her medical team, there's hope that Emma's heart will go on for many more years. After all, she has a lot more love to share.

CMN Hero - JONAS KUGLER

Ask Jonas Kugler of La Crosse, who is not yet 4 years old, and he can tell you that the beast's name is



rhabdomyosarcoma. The beast Jonas is battling is cancer. Jonas likes the idea of being a Children's Miracle Network Hospitals hero. It's like the stories his mother read to him about knights and dragons. In fact, his

mother told Jonas that the doctors would be sending in “a crack crew of tiny knights to kill off the bad stuff.”

“If Jonas had to have cancer, there's nowhere we'd rather be for his treatment than Gundersen Lutheran,” say the Kuglers. “Everyone involved in his care is amazing to work with.”

The Kuglers also appreciate the support they received from CMN Hospitals saying, “They have given us food vouchers that were a great help during Jonas's many hospital stays. It

was nice to have one less thing to worry about! They also gave Jonas gifts to make his visits less scary.”

“It is important to have CMN Hospitals because they support children and families through some of the most difficult situations they can face. It's helpful to have kind and knowledgeable people to rely on when your world turns upside down,” the Kuglers add.

Jonas has big dreams. He plans to be a pilot, train engineer, astronaut, paleontologist, archeologist and maybe a doctor when he grows up. After slaying the cancer dragon, there's little doubt Jonas will have a future of heroic proportions.

CMN Hero - LINDSAY SCHMIDT

It was more than 10 years ago, but for Lindsay Schmidt's mom, Marcy Lund, the memories are still vivid and raw. “Lindsay was born 13½ weeks early, weighing just 2 lbs. 12 oz. She

appeared even smaller cocooned in tubes, wires and a life-support unit. She spent



77 days in the Neonatal Intensive Care Unit (NICU) at Gundersen Lutheran.

“Those were the longest 77 days of our lives,” Marcy recalls.

CMN Hospitals was there from the beginning, visiting Marcy and Lindsay's father, Jim Schmidt, in the NICU to offer support during their ordeal. “They've done so much for our family. They financed equipment used to help her breathe and stay alive. They also helped with meals and accommodations so we could stay at the hospital, close to Lindsay.”

Today, Lindsay is excited to be a CMN Hospitals hero. She wants to pay it forward and raise money to help other preterm babies.

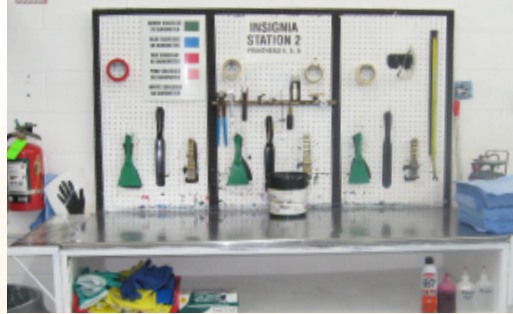
To look at Lindsay now—a healthy and vibrant 5th grader—it's hard to image her as that tiny premature infant. “Lindsay is a miracle,” says Marcy. “She beat all odds and there isn't a day that goes by that I don't thank God for her.”

And in another 10 years, when Lindsay is grown and well on her way to realizing her dream of becoming a teacher, her future is sure to shine so brightly as to vanquish the anxieties, if not the memories, of those early days.

40x61 big sig kaizen **Establishing Flow**



40x61 Big Sig Kaizen team



Everything has a space & everything in its place



Implementing 5S in the 40x61 cell



Working on solutions on how to improve job flow



Kaizens are a team effort



Listening is a crucial skill needed in kaizens

The week of Jan. 7th was the 40x61 Big Sig Kaizen. The kaizen champion was Deb Wolfe. Team members included; Randy Lemke, Mike Stenberg, Rhonda Peterson, Cher Yang, Jordan Coleman, Rae Ann Hanson and Rob Wellnitz

In the 40x61 kaizen we learned a great deal about running jobs in flow and its benefits, such as, improved quality and less time needed to have a finished product ready to go out the door.

We hit the floor running, ready to begin

making improvements to make jobs flow more efficiently through the 40x61 cell.

We organized kanbans for stock, ink, and screens. We made everything easy to see. It was obvious to see what job was next and that everything was there to run the job.

We moved supplies and equipment and implemented a floor plan, so that everyone in the cell could remain in contact with each other. If there was a problem everyone in the cell could be

alerted immediately, halt the job and solve the problem. After the floor plan was established we developed quick changeover procedures. Everyone in the cell was responsible to clean up and put stuff away so that the press was ready for the next job ASAP.

All of this and a lot more happened that week. It was sure an exciting and busy time in the 40x61 cell.

~ Randy Lemke

employee incentive program **Everyone Can Make a Difference**

If keeping mistakes to a minimum sounds like an easy solution to increasing your profit margin. It is. Empire employees are beginning to realize this when the incentive checks were distributed in mid December 2012.

The incentive program has been in place for 2 years. We are currently in the first quarter of the third year. Sales since the program's inception have remained at a steady monthly average, yet the amount in the incentive fund has steadily gone up.

Why? Employees are more aware that all of those losses add up. Empire is becoming proactive instead of reactive to production issues. What can we do to prevent losses from occurring? We can improve training, leadership, and our process.

For example upper management,

supervisors, and customer service are attending classes on how to communicate and do their jobs better. Our machine shop is always developing new equipment for production, maintaining current equipment and replacing outdated equipment. Continuing development of cellular manufacturing at Empire can be attributed to our success.

In 2010-11 the lost dollar percentage was an average 71.5% of the incentive profit. Of the profit employees earned, we only got to keep 28.5%. We were able to keep less than a third! The following year we improved drastically.

In 2011-12 the lost dollar percentage was an average of 58.5% of the incentive profit. Over 40% of the incentive profit was deposited in

the fund, an improvement of 13%.

For the current year 2012-13 our lost dollar average percentage is 57.5%. We are on track to do as well as last year, but we WANT to do BETTER! If sales remain at their present average of 1.75 million per month, and we set a goal to keep our lost dollar percentage to 50%, we can have over \$150,000.00 or more to distribute in December 2013.

We have met the 50% or less lost dollar percentage on several occasions. We know it can be done. We just have to be able to do that on a consistent basis. Take the time to do your job right. Don't be afraid to speak up and question something when you can prevent or control a loss or improve the process.

Halloween costume contest

Employees were getting in the spirit!



1st Place, Slash • BJ Tweed



2nd Place, Elven Archer • Dale Westaby



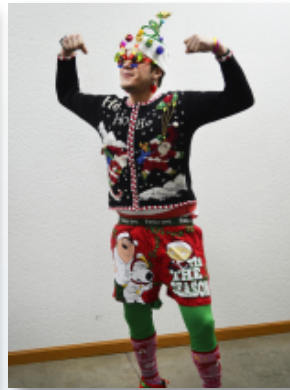
3rd Place, Honey Bee • Alicia Gilbertson



Check out ALL of the photos of the day on Empire's facebook Page



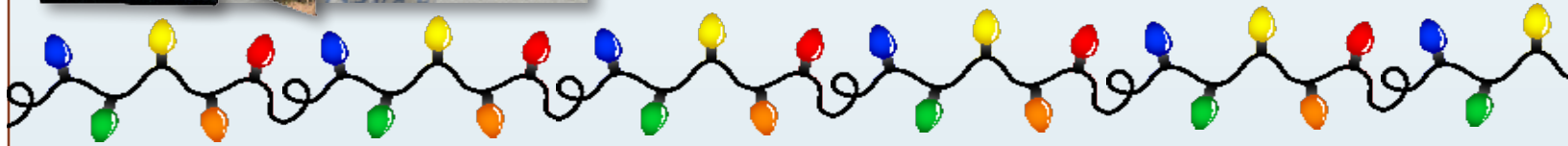
2012 Ugly Christmas Sweater Contest The King and his Court



Ugly Christmas Sweater Winners ?!?! (Left to Right)

Christmas Sweater King
 First Runner Up
 Second Runner Up
 Third Runner Up

Randy Stenberg "Who can resist a piece of this?"
 Tom Donaldson "Always the bridesmaid..."
 Nate Monhaut "Accessories are everything"
 Keith Cook "See Mom, it's still clean."



Cheer and Goodwill Towards All

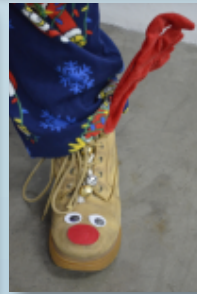
Christmas 2012 at Empire was a festive event with a plant wide potluck and Empire's 2nd Annual Ugly Christmas Sweater contest.

Empire provided the ham, turkey, and rolls for the fare, and employees filled in with the rest. There wasn't much dieting done

that day! Everything looked and smelled delicious.

It was a feast for the eyes as well as the stomach. The variety of colorful, holiday garb shows just how creative and fun our employees can be. Some people dug way back in those closets and

drawers for those once a year holiday outfits. Others trolled Goodwill and resale shops or created the perfect holiday attire. To see all ugly sweater and potluck photos go to Empire's Facebook page.



Healthy Living Winter Exercise Tips ~ Article courtesy of Lifescript.com

It's tough to stay fit on cold, rainy days that seem made for curling up with a good book. Drop bad-weather excuses with these 14 winter exercise tips to stay warm and safe during cold weather fitness...

1. Dress "dry," not just "warm."

The quickest way to lose body heat is by getting wet. Winter exercise exposes your body to two kinds of wet: perspiration and precipitation.

That means you can't just throw on any old T-shirt and sweats. Winter workout gear has to keep you dry first, warm second (and your body will take care of the heat).

2. Cotton is for sheets, not workout wear. Six hundred thread count Egyptian cotton is divine – for sleeping, not exercising. Cotton soaks up sweat and rain, and holds in fluids. Wet fabric next to your skin will zap your body heat and give you an unwanted chill. The smart choice: synthetic fibers, such as polyester, nylon and polypropylene.

3. Layer up. When exercising in the cold, wet weather, dress in layers. Layering provides better insulation from the cold and allows more freedom of movement. The right layers will trap warm air next to your body while allowing moisture to escape.

4. Protect your skin. Cold temperatures mean dry air, which spells trouble for your skin. So hydrate inside and out. Drink plenty of water (eight 8-ounce glasses a day), rub on moisturizing cream or lotion after showering and apply lip balm with sunscreen (15 SPF or higher) before, during and after your workout.

5. Wear tight clothes. This isn't to show off your svelte figure from exercising. It's because of science. Compression

tights increase circulation in the legs, which helps you perform better and recover quicker.

Compression gear also supports muscles, connective tissue and joints in any climate. In colder temperatures, when soft tissue takes extra time to warm up, it also helps insulate and keep the body warm.



6. Don't overdress. You don't want to be too cozy when you're walking out the door because exercise will warm you up. Overdressing will make you hot, sweaty and exhausted before your workout ends. It also puts you at risk for dehydration because of excess perspiration.

7. Protect your extremities. Fingers, ears, nose and toes: These are affected most by chilly temperatures because blood is shunted to the core of the body, leaving less blood available to hands and feet. For toasty digits, wear gloves or mittens; you can always take them off and tuck them in a pocket. Moisture-wicking socks (wool or synthetic, not cotton) will keep toes cozy and dry. And don't forget appropriate shoes.

While you're protecting fingers and toes, don't forget your noggin: Fifty percent of body heat can be lost through

the head. Trap heat in with a hat.

8. Dress brightly. Black may be chic, but bright clothes are better for outdoor exercise. Not only is it colder in winter, it's darker too. Poor visibility from rain, snow or overcast or dark skies means other people can't see you well.

This applies whether you're sharing the road with motorists or doing snow sports. Dressing in bright colors or reflective gear may keep you from getting run over, or make it easier for search crews to find you in a blizzard.

9. Breathe right. It's a myth that breathing hard in cold weather can freeze your lungs. But it can hurt to breathe because your body reacts to cold, dry air. In cold weather, breathing in through your nose can help warm and humidify air, but that's not always feasible when your respiration rate increases from exertion. Wrap a bandana or scarf around your mouth because even a thin fabric layer traps water vapor when you breathe out and keeps your next inhalation moist.

10. Warm up first. There's no getting around the need for a good warm-up, no matter what the mercury reads. But it's especially important for cold-weather workouts. When exercising in colder temperatures, you're at increased risk for sprains and strains. Experts recommend warming up indoors.

11. Keep drinking. Hydration isn't just a hot-weather worry, it's imperative when staying fit in winter, too. People often think they don't need to drink water unless it's hot outside, but it's still important in cold weather. Sip water during your workout and switch to a sports drink, like Gatorade, if you're planning to exercise for 90 minutes or longer. (Continued on pg. 10)

What's Cooking?



Grilled Venison Bacon Burgers

Recipe courtesy of Allrecipes.com

- 8 slices bacon, minced
- 2 ½ tablespoons olive oil
- 1½ teaspoons minced garlic
- 3 shallots, minced
- 3 pounds ground venison
- 1½ tablespoons Worcestershire sauce
- 1½ tablespoons chopped fresh parsley
- salt and pepper to taste
- 1 egg, beaten to mix
- 8 hamburger buns

Cook bacon in a skillet over medium heat until browned and crispy. Pour bacon and grease into a heatproof bowl and allow to cool.

Heat olive oil in skillet then add garlic and shallots. Cook and stir until softened, about 3 minutes; then add to bacon.

Once cool, mix in venison, Worcestershire sauce, parsley, salt, pepper, and egg until evenly combined. Refrigerate for 20 minutes.

Preheat an outdoor grill for medium-high heat.

Shape the mixture into 8 patties and grill to desired doneness. Serve on toasted hamburger buns with your favorite toppings.

Healthy Living

Winter Exercise Tips

Just like layering, don't overdo it. How much you gulp down isn't as important as what your body can absorb, about 3-4 ounces is all you can absorb at a time. So don't chug – sip. Don't save your hydrating to the last minute; drink regularly throughout the day.

Not sure how well-hydrated you are? Note the color and volume of your urine. Dark, low volume and infrequent urination indicate that you need more fluid. Conversely, clear urine with high volume and frequency may mean you've had too much liquid.

12. Head into the wind – to start The goal is to reduce wind chill during the second half of your workout, when you're sweaty and at higher risk for losing body heat. For example, running 10 mph into a 15-mph headwind

creates a wind chill factor of 25 mph. On the flip side, running 10 mph with a 15-mph wind at your back reduces wind chill to 5 mph. Of course, the faster you're moving, the higher the wind chill factor – and your risk for hypothermia. So if you're cycling or skiing, sledding or snowboarding downhill, dress in layers (see tip No.3).

13. Don't forget the cool-down.

Once you stop moving after a cold-weather workout, you'll get chilled fast, thanks to all that sweat. But that doesn't mean you don't need to cool down.

Whatever the weather, a cool-down is important for any sustained exercise. It helps your body eliminate exercise byproducts like lactic acid and reduce potential muscle soreness. It's also critical for your heart.

Going straight from strenuous exercise to standing around creates stress for your heart,. Ease your workout for the final 5-10 minutes. For example, an easy walk will allow the large leg muscles to work as pumps to get blood back to the heart. Once breathing and heart rate normalize, repeat your warm-up stretching routine. Flexibility is one of the keys to injury prevention.

14. Bundle up after you cool down.

After your cool-down, get out of those damp clothes as soon as possible. Wearing wet clothes will quickly chill you to the bone. Even sweat that lingers on skin after you remove workout clothes can zap warmth. So as soon as your cool-down is over, hop in a shower. Not only will it make you feel toasty, you'll also smell a lot better.

Spotlight

Employee Anniversaries

JANUARY

- Kathy Cuellar..... 40 yrs.
- Dawn Adamson 29 yrs.
- Steve Nelson 26 yrs.
- Randy Hoff..... 24 yrs.
- Fred Baures..... 20 yrs.
- Tina Karaffa 17 yrs.
- Chris Mikunda..... 15 yrs.
- Jen Schloesser..... 13 yrs.
- Richard Ebner 7 yrs.
- Mai Khang..... 6 yrs.
- Amanda Kuehl..... 6 yrs.
- RaeAnn Hansen 6 yrs.
- Vanessa Fox* 6 yrs.
- Eric Wienkes 5 yrs.
- Diane Fitzpatrick 3 yrs.
- Nicholas Wolfe 3 yrs.
- Allison Piske..... 2 yrs.
- Sylvester Kendrick ... 2 yrs.

Ben Bettis* 1 yr.

FEBRUARY

- Colleen Matthews... 39 yrs.
- John Freismuth 21 yrs.
- Shane Hulbert..... 19 yrs.
- Guy Gregerson 17 yrs.
- Jason Harnisch..... 12 yrs.
- Doug Billings 10 yrs.
- Jordan Coleman 10 yrs.
- Angie Meistad..... 9 yrs.
- Ron Vian 7 yrs.
- Scott Gates 6 yrs.
- Burt Kendrick 6 yrs.
- Michael Parker..... 6 yrs.
- Ryan Oliver..... 6 yrs.
- Tim Tollackson 6 yrs.
- Stacie Boisen 6 yrs.
- Leanna Klotz* 5 yrs.

Dan Poff 4 yrs.

Amanda Johnson 3 yrs.

Shelly Kendhammer... 3 yrs.

Josh Parr..... 1 yr.

MARCH

Clark Martin..... 24 yrs.

Jeff Gierok 20 yrs.

Sherrie Vinson..... 20 yrs.

Jessica Kamrowski.. 17 yrs.

Petra Vogel 16 yrs.

Lu Ebersold..... 12 yrs.

Jon Severson 8 yrs.

Andy Kiedrowski 7 yrs.

Robin Patrow 3 yrs.

Donald Weber* 2 yrs.

Amber Johnson 1 yr.

*Part-time employees

Employee Announcements

ATTENTION SHUTTERBUGS
The theme for the 2014 Empire Employee Calendar is architecture and cityscapes
Deadline: June 28, 2013

American Cancer Society
La Crosse 5K Family Walk/Run
Presented by: United Healthcare
Sunday, April 21, 2013

SALVATION ARMY
Food and clothing donations
will be accepted prior to Chili
Cook-Off & Bake Sale
Collection boxes will be near
both lunchrooms

Please submit any announcements
to Amy Bettis x2371



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

Dustin Maule

Jackson Huus

Brett Gamroth

Coordinators:..... Doug Billings
Editor:..... Amy Bettis
Layout Design: Cathy Buttell
Photographers: Amy Bettis
..... Amanda Kuehl

Proofreaders: Chris Kendhammer
..... Clark Martin
Contributors: Amy Bettis
..... Diane Fitzpatrick
..... Mandy Nogle, Randy Lemke
..... Amanda Kuehl

DEADLINE FOR NEXT NEWSLETTER: March 25, 2013

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

