

# above

&

# beyond

# EMPIRE

THE ART OF OPENING

Fall 2014

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~ Doug Billings

## SEMA Product of the Year Entry

We now supply domed parts on a curved surface with our newest product line, the Helix Dome™. It is a product so new, that our patents on the process are still pending.

Helix Dome™ made its debut in November 2014 in the new product showcase at the SEMA Car Show in Las Vegas, with the help of the Decal Factory. Our Helix Domes™ were featured on nerf bars throughout the show, and were displayed at Decal Factory's show booth and in the SEMA New Product Showcase.

The SEMA Show New Product Showcase

is a great opportunity to draw attention to Empire's newest innovation, Helix Dome™. Over a 1,000 new products were entered in the competition. Although we did not come home with the title, we created more buzz during the show with buyers and media. SEMA attendees were highly interested in our new product and its potential applications.

A huge thank you to the Marketing Team, the Machine Shop and everyone who helped create the display for the SEMA Show. They created a unique memorable display that captured the essence of the concept.

Helix  The Next Evolution  
DOME



# SAFETY AWARENESS NEWS

## Safety Committee Vacancies

~ Safety Committee

The Safety Committee has filled the vacant positions left by Alice Clark and Dale Westaby. Please welcome our newest members, Nancy Gilbertson (Customer Service) and Curt Johnson (IT Dept.)

The committee meets on the second Tuesday of each month at 8:40 am in the small conference room. All immediate safety issues are discussed and resolved at these meetings. As a pro-active approach the committee also conducts random safety inspections of departments to identify and resolve possible safety concerns.

## Approaching 765 Days

~ Safety Committee

Our next safety milestone is 765 days, **which is over 2 years with no lost time accidents.** We must carefully maintain this record, if we are to earn the next reward. We will reach our goal November 26, 2014. Our safety dinner and cash drawing (100 chances for \$20) will be scheduled once that date is reached. Work hard and stay safe!



## Recognizing Hidden Dangers in Your Office

~ Article Courtesy of National Safety Council

It is fairly obvious that safety and health hazards can exist on worksites filled with heavy machinery and equipment, where employees often are required to engage in strenuous manual labor.

A job where most of the work tasks are completed while sitting in a chair in a climate-controlled office building would seem less fraught with danger. However, a surprising number of hazards can be present in an office setting.

According to data from the Bureau of Labor Statistics, 80,410 private-industry office and administrative workers suffered on-the-job injuries in 2008. Many of these injuries could have been prevented had workers or supervisors recognized the risks and implemented simple workplace modifications.

Slips, trips and falls, the most common type of office injury. Employees are 2.5 times more likely to suffer a disabling fall in an office setting than anywhere else. Here are some steps you can take to reduce the risk of injury among your office staff.

**1.) Stay clutter-free** Various items piled in walkways can create a tripping hazard, as well as cords stretched across walkways or under rugs. Ensure all cords are properly secured and walkways are clear.

**2.) Step on up** Standing on chairs – particularly rolling office chairs –

is a significant fall hazard. Workers who need to reach something at an elevated height should use a stepladder or stepstool.

**3.) Maintain a clear line of vision** Workers can collide when making turns in the hallways and around blind corners or cubicle walls. Installing convex mirrors at intersections helps reduce collisions. If workers can see who is coming around the corner, collisions are less likely to occur.

**4.) Get a grip** Carpeting and other skid-resistant surfaces can serve to reduce falls. Placing carpets down can be especially helpful at entranceways, where workers are likely to be coming in with shoes wet from rain or snow.

**5.) Struck/caught by** Another major type of injury in the office setting comes from workers being struck by or caught by an object.

**6.) Shut the drawer** File cabinets with too many fully extended drawers could tip over if they are not secured. Additionally, open drawers on desks and file cabinets pose a tripping hazard, so be sure to always completely close drawers when not in use.

**7.) Safe stacking** Proper storage of heavy items can help reduce the number of office injuries. Large stacks of materials and heavy equipment can cause major injuries if they are knocked over. Store

Article continued on pg. 3

# safety committee

### Safety Coordinator:

Keith Cook..... R & D

### Committee Members:

Lee Vieth..... Plant Manager

John Johnson..... Operations Coord.

Autum Jacobs..... Human Resources

Sheri Noble..... Insurance Agent

Dawn Adamson..... Accounting

Amy Bettis..... Art Department

Nancy Gilbertson..... Customer Service

Curtis Johnson..... IT Department

Jay Yehle..... Heating/Cooling



## Safety Cont.

heavy objects close to the floor, and never exceed the load capacity of shelves or storage units.

**8.) Ergonomics injuries** Perhaps the most prevalent injuries in an office setting are related to ergonomics. Because office workers spend the bulk of their day seated at a desk and working on a computer, they are prone to strains and other injuries related to posture and repetitive movement. Ergonomics hazards can be difficult to detect. "Most office conditions that can be described as hazardous from an ergonomics perspective would appear quite innocuous to the everyday observer," said Marc Turina, principal consultant for ErgoSmart Consultants in McKees Rocks, PA.

### 9.) Provide adjustable equipment

One size does not fit all in an office workstation. "Adjustability is the key," Turina said. "Chairs, work surfaces, monitor stands, etc., should all be adjustable in order to accommodate the widest range of employees."

### 10.) Proper equipment use

Providing adjustable furniture and equipment is only the first step in creating an ergonomically sound workstation. The problem often is twofold: Workers do not know how to adjust their equipment, and they do not know the most ergonomically beneficial way to set up their workstation. Train workers on both the ideal setup and how to operate adjustable equipment accordingly.

### 11.) Provide document holders

Frequently typing from hard copy can lead to neck strain if a worker is forced to repeatedly look down to the desk and back to the computer screen.

### 12.) Correct mouse placement

Many workstations place the computer keyboard is on a tray, but the mouse remains on the desk. That spells disaster for the neck and shoulder on the side of that mouse. Always place the mouse near the keyboard and at the same level as the keyboard.

Taking the time to evaluate your office area can help avoid sudden injuries and long term health concerns.

## Empire H&W, Maintain Don't Gain ~ Courtesy of Mayo Health Tradition

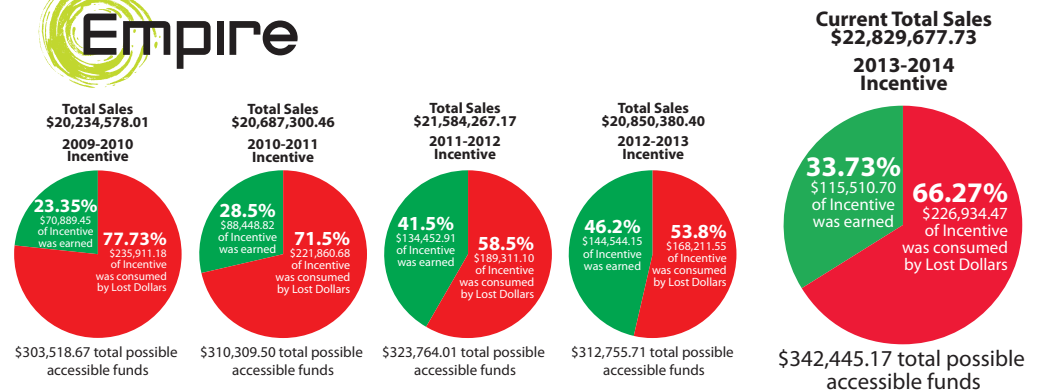


People tend to put on an extra 2-5 pounds during the holiday season, and some of it never comes off, according to Mayo Clinic research, even modest weight gain can harm blood vessels.

With the chaos of the holidays, healthy habits tend to get set aside. November and December can be a season of too much food, sedentary time and stress, combined with too little sleep, making it a difficult time of the year to maintain, let alone lose weight.

This self-directed challenge is designed to encourage weight maintenance by making healthy, mindful choices during the holiday season. Maintain current weight within two pounds between Thanksgiving and New year's, by approaching the over-eating season with awareness and learning to positively cope with all the holiday stress. This challenge can help you realize how to celebrate your favorite holidays, and still make healthy choices.

Our challenge for the holidays will begin on Thanksgiving, and end on Monday, January 5, 2015. Please sign up in the Art Department and receive your tracking sheet. Registered participants will receive regular email updates and tips on how they can achieve success. At the end of the challenge all completed tracking sheets will be placed in a an employee drawing for a cozy Health Traditions fleece throw.



## Empire Incentive Program ~ Empire Management

Our incentive program has been in place for 5 years. We have currently finished the last quarter of our 5th year, with a moderate performance. Incentive check dispersal will be sometime during the second week of December, just in time for Christmas.

Our incentive program profit averaged 34.6%, which means two-thirds of our incentive profit was consumed by lost dollars. We know we are capable of earning a higher profit percentage. We had three different months in this year's program where we earned between 54% and 73% of the incentive profit. It can be done, we just have to be able to earn 50% or more of the incentive profit on a consistent basis.

Employees are 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. Continuing development of cellular manufacturing at Empire will also contribute to our success of reducing lost dollars.

The most common things that affect lost dollars are registration issues, dirt and verification errors. All of these things are preventable. 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.

# 2014 Halloween Costume Contest Winners!

~ Empire Marketing Team

The caliber of costumes this year was exceptional. Our employees put a lot of thought and obvious effort into creating their costumes.

The variety of costumes made for a fun work day. Helen 'Zombie' Ziegler on second shift commented, "This is the first time I have ever dressed up for Halloween at work, and it's a lot of fun!"

Now that Halloween is behind us, we need to keep up the high spirits and sense of fun at work! You have less than 7 weeks til Christmas! That's plenty of time to find your ugly Christmas sweater. It's time to search at the local Goodwills, thrift shops, church rummage sales and relative's closets. Let's see who can be the king or queen of holiday hideousness!



**1st Place - Amy Bettis (Art Dept.)**  
 "Big Head Schwinnie"  
 FYI, the real Jim is on the left!!



**2nd Place - Kevin Schmitz (LVS)**  
 "Knight in Shining Armor"



**3rd Place - Suki Vue (Cell 2)**  
 "Batman"



2nd Shift (L-R) 1st Row: Kevin S., Mike W., Jon M., Shauna S., Kelly G., Johanna W., Suki V. 2nd Row: Jessica D., Ben B., Helen Z., Tony V., Jeremy S.



Dr. Who - Ben Bettis



Tourist - Sharon Erler



Schwinnie - Matt Hart



Very Creepy Guy - Mike Smith



Saloon Gal - Annie Wolfe



Kilted Irishman - Doug Billings



Iron Maiden - Karina Richards



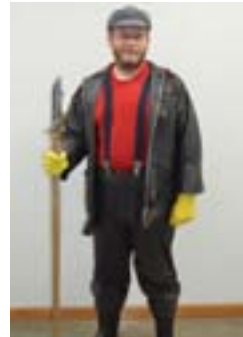
Mrs. Capt. Hook - Marilyn Heinz



Stick Person - Chris Schultz



Rosie the Riveter - Jen Schloesser



Capt. Ahab/Whaler - Jon Meyer



Grim Reaper - Clark Martin



S & P Shaker - Renee Kotek



Monk - Chase Penkalski



Cowgirl - Alicia Gilbertson



Life-Size Barbie - Maria Selezneva



David Bowie - Jeremy Saley



1st Shift (L-R): Amanda H., Maria S., Mike S., Sharon E., Marilyn H., Alicia G., Chase P., Matt H., Doug B., Amy B., Clark M., Renee K., Karina R., Chris S., & Jen S.



Imitation is the sincerest form of flattery... or at least we hope that it is!



## Empire and the BGC

~ Empire Marketing Team



Our most recent venture in the community is helping the Boys and Girls Club of the Greater La Crosse Area. This past fall Empire teamed up with Express Employment Professionals to start a pilot program "Give to Our Future Campaign" which recruits area businesses and their employees to donate cash or in-kind goods for program support and also collects school supplies for children of families in need. We were able to raise \$1800 in the first year.

As part of the "Give to Our Future Campaign", Empire sponsored a youth football team and supplied the entire league with helmet decals personalized with BGC logo and the individual player name, just like the pros! These awesome decals were created using our HP Indigo 5600 press and its variable data capabilities.

This project made each player feel special, and promoted a sense of responsibility for their personal equipment. It is amazing how something as simple as a little decal can cultivate self esteem and personal responsibility in a child. Plans are in the works to help BGC with promotional banners and other items throughout the year.



## CMN Holiday Cards ~ Empire Marketing Team

All the employees at Empire are proud to support the mission of Children's Miracle Network Hospital, Gundersen Health System, which is to increase funds and awareness for local children's hospitals, so they can treat the whole child, with any medical problem and, provide care regardless of the family's ability to pay.

For 27 years we have donated all the time, labor and materials for the annual printing of the CMN Holiday card. These cards are then sold at various locations. One hundred percent of the sale proceeds will benefit CMN. Donations such as this, support research and training, purchase equipment, and pay for uncompensated care, all to save and improve the lives of as many children as possible. One hundred of the sales go directly to support the services provided by CMN. Over \$250,000 has been raised thus far on behalf of CMN.

This year was a little different. For the first time Empire and CMN decided to print a package of cards/seals with an assortment of 3 different designs. Each package included 6 of each card with coordinating seals and envelopes.

Three designs meant three winners and their families touring Empire. Our winners include 11 year old, Carly Skemp, 9 year old Madelyn Wilson and 11 year old FaithRose Wateski.

This was also a year for another first. FaithRose Wateski was a CMN Holiday Card finalist for 2013 and 2014. It is the first time in the 27 year history that an artist has repeated as a finalist let alone in back to back years.

All three girls are very talented artists. When asked if they will make a design for next year's card in 2015, the answer was a resounding, "YES!"



Carly Skemp & her parents Bill & Stephanie

Madelyn Wilson & her parents Ben & Kristine

FaithRose Wateski & her parents Michael & Laura

## Creole Crab Corn Chowder

### Ingredients

- 2 Tbsp. Butter
- ½ Cup Diced Onion
- ½ Cup Diced Jalapenos
- ½ Cup Diced Celery
- ¼ Tsp. Salt

- ½ Tsp. Old Bay® Seasoning
- ¼ Tsp. Cayenne Pepper
- 1½ Tbsp. All Purpose Flour
- 2½ Cups Water
- 1 Lb. Sweet Corn Kernels

- ½ Lb. Crab Meat
- 2 Cloves Peeled Garlic
- ¼ Cup Heavy Cream
- 1 Tsp. Paprika
- 1 Bunch Green Onions

### Directions:

1. In a dutch oven melt butter, sautee onions, jalapeno, & celery with the salt, until onions are soft and translucent. Approx. 7-10 minutes.
2. Add Old Bay® & cayenne pepper. Mix in thoroughly. Approx. 30 seconds.
3. Sprinkle flour over onion mixture, stir until slightly thickened. Approx. 2 minutes.
4. Add 1 ½ cups water, ½ lb. of corn kernels, & 2 oz. crab meat to onion mixture, bring to a simmer.
5. In a blender place remaining water, corn kernels & garlic, puree until smooth.
6. Add puree to dutch oven, bring to boil, then reduce heat to low; Simmer approx. 45 minutes.
7. Stir in remaining crab meat, paprika & heavy cream. Stir in thoroughly, approx. 2 minutes.
8. Garnish with chopped green onion & a pinch of cayenne pepper

# What's Cooking?





## Houston County Ring & Run ~ Cathy Buttell



Mark Buttell (husband of Cathy Buttell, Art Dept.) has had to deal with health issues all his life, due to a congenital heart issue. Before age 45, he had four open-heart surgeries, two heart ablations, and had a pacemaker/defibrillator implanted in his body. A few years back, he was dealing with an irregular, elevated heart rate due to scar tissue from his many surgeries, which caused his defibrillator to shock his heart back to a regular beat. It got so bad that he was shocked over 70 times in one year, with 22 of those shocks happening in one night! This meant numerous visits (some by ambulance) to both La Crosse and Mayo Clinic in Rochester.

In an effort to help with mounting medical expenses, friends and family members put together a benefit for him in 2007. Mark and his family were overwhelmed at the generosity and compassion the community had to offer, and he was determined to someday find a way to “pay it forward.”

He started thinking of a way to help someone during the Christmas season. The holidays can be a stressful time, but even more so when you are dealing with a struggle or loss; Mark lost his father a few weeks before Christmas when he was only 9 years old, so he knows how it can feel. Now that he has children of his own, he appreciates the joy and wonders that Christmas holds in a child’s eyes, and wanted to bring that

joy to another family.

Last year at about this time, Buttell heard of a concept called “Ring and Run,” in which volunteers drop off cookies or gifts at an unsuspecting neighbor’s house during the Christmas season, ring the doorbell and run away without ever revealing their identity. He liked this concept, but wanted to step it up a notch. He contacted Elsie Babler of Elsie’s Bar & Grill in Caledonia, MN and asked if donation jars could be set out to raise funds for a family in need within the community.

“She was all over it,” Buttell said of Babler. “I knew I couldn’t do it on my own, and she was a perfect fit.” Since it was close to Christmas, only a few jars were put out, but enough money was raised to help two deserving families.

Shortly before Christmas, Mark and his family took a tin of cookies, as



well as a cashier’s check to one of the families (Elsie took care of the other family that was chosen). He and his children placed the “goodies” at the door, rang the bell and ran! It was important for Mark to include his children, because he wanted to show them that helping someone is so much more important than anything you could receive.

Inspired by the generosity of strangers, Mark and Elsie have moved forward to make this year’s Ring and Run even bigger and

better. A committee has been formed, which includes people from each town in the Houston County area, over 30 jars have been distributed to participating businesses, and a bank account has been created.

“Even though we are distributing the funds before Christmas, our goal is to be collecting all year round so every year we can reach more families in need,” said Mark. “My hope is that this continues long after I’m gone.”

In addition to monetary donations, we are also asking for letters/emails from people in the Houston County community, describing a person/family that you feel would benefit from the Ring & Run. Explain why you think they should be considered, such as a struggle or loss they’ve been dealing with. Please also include your contact information, so if we are able to help them, we can make arrangements for the actual “Ring & Run”. Families will be chosen by the committee and their identity remains anonymous.

Letters and monetary donations can be sent to: Ring and Run, P.O. Box 351, Spring Grove, MN 55974

Letters can also be emailed to: RingAndRun.HoustonCty@gmail.com

In addition to participating businesses, donations can be dropped off at Merchants Bank in Caledonia, Spring Grove or La Crescent.

If you have any questions, please contact Mark Buttell at 608-799-8047, or Cathy Buttell in the art department (ext. 2309). Additional information, including participating businesses, can be found on our Facebook account: [www.facebook.com/RingAndRun](http://www.facebook.com/RingAndRun).





## "What Sustains Me..."

~ Rick Auterson



Rick Auterson Director of Lean at Empire

Life never turns out the way you think. Often, we sail right through the things we think will be difficult and then the unexpected happens and we struggle. Just before I came here my wife, Diana, was struck by a severe case of rheumatoid arthritis. In the space of a few short months, she went from running up and down stairs to using a walker. The bones in her spine began to fracture.

What sustains me is having dinner together. Every week there are doctor's appointments, tests and treatments. But at the end of the day, I settle her down in her favorite chair, and make a nice dinner. When she says, "This is really good, Honey," it makes me happy.

I've always been the cook in the family, a matter of self-defense. A few weeks into our marriage, we were sitting on the couch one evening, holding our stomachs and moaning. I believe I said, "Diana, I'm not picky, but if it hurts I can't eat it." After that, I did all the cooking. Sometimes I think it was a setup.

Anyway, it all worked out. We've been very happy together. Dinner is when we sit down together, just the two of us, and talk about the day. I try to make something she likes and if it gives her a few moments of pleasure, then that's a good day.

## Diane Borger Retires ~ Kathy Vaughan



After 17 years of employment, on September 2, 2014 we celebrated Diane Borger's retirement. Diane Borger first began working at Empire on April 7, 1997. Over the years she saw many changes. She primarily worked as an inspector and packer. Diane worked in the packing pool in the small value stream area when she retired. Diane was a dedicated, hard worker. She was friendly with her co-workers and usually had a smile and a funny story to tell. We will miss her at Empire and wish her all the best in her retirement.

## Don't Bet Against the Packers ~ Jim Schwinefus & Amy Bettis

As avid Chicago Bear fans, the Kendricks learned the hard way not to bet against the Green Bay Packers on September 28, 2014.

It all started with a note on a windshield... the Kendricks placed a bet with Empire owner, Jim Brush and VP, Jim Schwinefus. If 'da Bears' beat the Packers both Jims would have to wear Chicago Bear shirts. If the Packers won Burt and Sylvester would have to don Packer gear.

Everyone knows the Packers downed the Bears 38-17 at Soldier's Field. The Kendrick's had to man up and put on Green Bay Packer gear on Monday morning. Burt and Sylvester were good sports about the whole thing, considering the majority of Empire employees are Packer fans.

Jim and Schwinie had an additional surprise for our newest 'Green Bay' fans. Just a little extra something to keep them warm if they ever got the chance to visit the frozen tundra. Our employees will need to be able to pick them out in the crowd in their NEW Chicago Bear jackets. It just goes to show you that Green Bay Packer fans are the best fans in the world.

Burt and Sylvester, are you sure you don't want to trade in those jackets after the last Packer-Bear game (OUCH 55-14!!) at Lambeau Field???



The pain & humiliation of it all...



Could this be a note of regret??



Burt and Sylvester were good sports about the whole affair.



The Kendricks look good in green and gold!







Of course it has to chocolate frosting for Pete.



Pete always seems to get the last laugh.



An overwhelming gift from Jim & Cindy.



Last day with his crew (L-R): Ron Vian, Russ Kuehn, Jeff Meyer, Pete Fauske, Jeff Gierok, and Codi Jacobs

## Pete Fauske's Legacy at Empire ~ Jim Brush & John Freismuth



A little(!) something to keep Pete occupied in his retirement?

On April 27, 1992, Pete Fauske first walked through the doors at Empire to establish our in-house machine shop. Twenty-two years later, on October 16, 2014 Pete walked through those doors to his machine shop the last time, leaving his legacy behind.

It really was Pete's machine shop even though the building and equipment belonged to Empire. He built the machine shop from the ground up. Every tool and piece of equipment that entered that shop received the Fauske seal of approval.

A good leader knows that once

he has the tools to do his job right, he must surround himself with great people. Pete had many talented people working on his team; Merlin Meyer, Ron Vian, Jeff Gierok, Jeff Meyer, Russ Kuehn and Codi Jacobs. It was important to have a blend of experience and youth to keep the fountain of ideas flowing.

Pete led by example. He taught his team that every problem has a solution, if you are willing to put in the time and effort. He and his team put forth that effort and more.

Pete and the machine shop crew kept Empire humming 5 days a



John is grateful for everything Pete has done for Empire



Schwinie, Pete, Jim & Merlin—together one last time

week 24 hours a day. Since 1992 the machine shop fabricated parts we needed, modified equipment and built over 125 different pieces of production equipment. All three shifts get to experience the amazing work of Pete and his team everyday.

Pete Fauske has the immense satisfaction of seeing his ideas become reality. He designed the water cooled tables on our carousel presses. His team ushered in a new era of screen printing at Empire. We are now able to manufacture parts in one-piece flow that we could never do before because of the excessive heat produced during printing. This innovation will carry us and the

Article continued on pg. 9

## Woody Sampson Bluegrass Serenade ~ Amy Bettis



Pete with the Woody Sampson Duo (L-R) Brian 'Squat Woody' Schellinger, Pete Fauske & Rick Sampson



Dueling strings—Banjo & Guitar

In keeping with the spirit of the day. Jim Brush and Jim Schwinefus wanted to give Pete Fauske a heartfelt send off.

Pete Fauske loves bluegrass music

so JB and Schwinie arranged to have the bluegrass duo Woody Sampson surprise Pete and all the Empire employees at the retirement party.

Woody Sampson is the progressive acoustic 'duo', featuring Brian

Schellinger (a.k.a. B. Squat Woody) and Rick Sampson. Local fans recognize them as members of the 'Riverbenders', the house band for the popular variety radio show, 'The Big River Radio Wave' broadcast by Wisconsin Public Radio.

Everyone was able to enjoy Woody Sampson Duo during the retirement luncheon. We were entertained by a mixture of original compositions, and musical styles of folk, blues, and bluegrass with a hint of classical.

It was a memorable event. Thank you JB and Schwinie for arranging the entertainment of the day. You should invite Woody Sampson back again to entertain at Empire!



## Pete Fauske's Legacy at Empire ~ Empire Marketing Team

forward into the 21st century.

How do you thank someone who develops an industry changing technology for your company? You definitely don't send them off with a gold watch and a pat on the back. Many of us know Pete is a fabulous woodworker. Empire purchased a top of the line wood lathe, to help keep Pete busy while in retirement.

You never know how much you will be missed until you are gone. The gifts from fellow employees, upper management, Jim and Cindy say it all. Pete Fauske will be missed but his legacy lives on.

### Pete Fauske's Equipment Legacy

The following is a list of equipment built by the machine shop while under the guidance of Pete Fauske.

Machine Description	Date
Weeder Table/Pog Machine	May 1993
Drum Laminator	March 1994
Tension #1/Screen Tensioner	April 1994
Tension #2/Screen Tensioner	April 1994
Splitter A/52" Splitter	November 1994
Automatic Splitter Feeder	November 1994
Ink Mixer #1	December 1994
#1 Flatbed Screen Press	February 1995
#2 Flatbed Screen Press	June 1995
Material Roll Cutter	August 1995
Screen Frame Glue Remover	October 1995
Rotary Serializer	December 1995
Revamped Splitter	January 1996
Pneumatic Stapler	January 1996
Mini Splitter	February 1996
#2 Flatbed Clean Machine	March 1996
Large Laminator	May 1996
Air Steel Rule Bender #1	June 1996
Air Steel Rule Bender #2	June 1996
#1 Clamshell Prototype	October 1996
Squeegee Belt Sander	October 1996
Vacuum Table	October 1996
Clean Machine #1 Flatbed	December 1996
Clean Machine General	January 1997
Large Laminator (2L)	March 1997
Black Light Curer w/ Conveyor	April 1997
Clean Machine (B) General	April 1997
Panel Push Button Tester	April 1997
Hand Apply Lam/Vac Table	July 1997
Dimmable Light Table	July 1997
#2 Clamshell (2A)	October 1997



25x38 were modified with water cooling tables

#2 Clamshell (2B)	October 1997
#2 Clamshell (2C)	October 1997
DC Static Bar on Wheels	November 1997
#2 Clamshell (2D)	January 1998
#2 Clamshell (2E)	February 1998
Clean Machine Sakurai	February 1998
Hard Tool Part Extractor	September 1998
Clean Machine Sak 6	September 1998
Clean Machine Sak 5	September 1998
Clean Machine Sak 2	September 1998
Belt Cleaners	January 1999
Packing Paper Sheeter	February 1999
Adjustable Table Packing Booths	Feb/Mar 1999
Shipping Conveyor	March 1999
Hard Tool Roll Feeder	July 1999
Hard Tooling Slug Conveyor	August 1999



Pete's machine shop built the shipping conveyor

Hard Tool Conveyor Part Extractor	Nov 1999
HT Conveyor 3'L x 18"W	November 1999
#1 Clamshell (1A)	December 1999
Air Cylinder Grommet Press	January 2000
#1 Clamshells (1B, 1C, & 1D)	January 2000
#HT Part Extractor #2	April 2000
HT Conveyor 4'L x 18"W	May 2000
Ink Mix #2-#6	May 2000
HT Inspection Conveyor #1	June 2000
Ink Oven	June 2000
HT Inspection Conveyor #2	June 2000
Garbage Cart Dump	July 2000
#1 Clamshells (1E, 1F & 1G)	August 2000
Steel Rule Cassettes (1, 2, & 3)	September 2000
Carts for Automatic Dumper	September 2000
Ink Strainer	September 2000
Die Cutting Part Extractor	January 2001
Flexo Core Cutter	January 2001
16" Laminator	April 2001
Medium Splitter (C)	June 2001
Empire Slug Remover	August 2001
Screen Tensioner #3	September 2001

Diamond Wheel Squeegee Grinder	October 2001
24" Stand Alone Clean Machines	January 2002
HT Exit Conveyor	January 2002
HT Feed Conveyor	January 2002
Mask Stripping/Vac Table	May 2002
#3 Clamshell (3A)	September 2002
24"/48" Stand Alone Clean Machines	October 2002
#3B Clamshell	April 2003
Doming Vac Tables	June 2003
Roll Slitter	October 2003
Flexo Dryer Mount	June 2004
Unwind Die Station	September 2005
3-Color Empire Express(#1) 12x14	September 2007
Mega E-Slugger	October 2007
Rouselle Punch Press	November 2007
16" Laminator (Cell)	October 2008
Mini Splitter (Cell)	October 2008
UV LED Conveyor	November 2008
3-Color Empire Express(#2) 12x14	April 2009
UV LED Conveyor for Nazdar	June 2009
Emulsion Coater	September 2009
36" Hand Apply Laminator	October 2009
20" Mini Splitters (2)	February 2010
25x38 Water Cooling Tables	June 2010
LED Conveyor Ink Dept	February 2011
Large Laminator (5L)	February 2011
Heat Drying Conveyor	April 2011
16" Laminator (6L)	June 2011
26"x10" LED Curing Unit	June 2011
54" Splitter (D)	August 2011
16" Laminator (7L)	August 2011
12"x4' LED Conveyor	March 2012
20" Mini Splitter	April 2012
Squeegee Grinder	June 2012
3-Color UV LED Empire Express(#3) 12x14	March 2013
20" Mini Splitter	July 2013
16" Laminator (8L)	July 2013
Long Squeegee Grinder	January 2014
12"x4' LED Conveyor	June 2014
16" Clean Machines (1, 2, & 3)	September 2014



3-Color UV LED Empire Express 12x14



Pete Fauske over 22 years dedicated service to Empire



## Josh Xiong Memorial ~ Empire Marketing Team



Josh Xiong pictured above with Maly Vue

On the morning of November 9th 2014, we prepared ourselves for the unimaginable loss of a loving boyfriend, family member, devoted father, beloved son, brother and dear friend, Joshua Hli Xiong. It was found that he had gone missing while out fishing the night before. Numerous search crews, family members and friends all gathered at Lock & Dam #7 and worked together in the search to locate Josh. While we maintain immense hope of his return home, we face the inevitable burden of reality.

Josh was just 27 years old and leaves behind a devoted loving girlfriend, Maly Vue and his two beautiful children Maddix, age 7 and Alexis, age 6. Josh loved life and fishing was his passion. He was a jokester, he was vibrant, he was kind and he was an amazing father to his two children. He was loved by so many. We feel the responsibility as family and friends to help care and provide for this family in his absence and in their time of great need. So we ask for your help in achieving this goal.

Financial donations can be mailed to Associated Bank, 605 State St., La Crosse, WI 54601. Checks should be made payable to Joshua Hli Xiong Family Memorial. Online donations can be at [www.youcaring.com/memorial-fundraiser/joshua-hli-xiong-memorial-fundraiser/262746](http://www.youcaring.com/memorial-fundraiser/joshua-hli-xiong-memorial-fundraiser/262746).

## Chase Penkalski in the Right Seat ~ Jennifer Schloesser

Finding the right person for the right seat can be a challenge, finding that person's talents may be even harder. Some times people just come and go without a word. They do their job; they follow direction and speak up when they are asked. Some times it takes someone else to help capture a persons talent, to give them the opportunities to try something different. This happened with Chase Penkalski.

Chase started working for Empire on May 24th, 2010. He started out as a belt tender, washing screens, and other odd jobs around the plant. He always has a smile on his face and is willing to help where needed. This summer, screen making had an opening and the supervisor Steve Stenberg asked Chase if he would like to work in his department. Steve had known Chase since he started and thought maybe he could fit within his team. Chase took him up on the offer. That's when we really found what Chase was capable of.

On his first day, Chase was able to remember everything that Steve taught him. How is this possible? For most people it takes time and several questions before they remember every step. Well, low and behold, Chase has a photographic memory, so by showing him how the equipment ran, he was able to pick it up in no time. Steve has said, "Chase is one of the best workers he has had, he always does what is asked and enjoys his job."

After talking with Chase, I found out he has provided license plate numbers for people who have forgotten their own license number. He simply has to look at it once and he remembers it. So I put him to the test, I recently was issued a new license number, and for the life of me, I couldn't remember what it was so I asked Chase what my number was and he told me. Now because of Chase and this story, I will never forget my new number. Without talking to Chase and getting to know him, Steve may not have ever asked him to join his team, but he believed in Chase's abilities. I guess this story about Chase is to find out what the people around you are interested in, get to know them, say hi and smile, because you never know what someone is capable of. They just might be the next person that will make a difference on your team. Congratulations Chase on a job well done.



Chase picked up the routine quickly in Screen Making



Empire thinks Chase is in hte right 'seat'



Just doing what needs to be done



## Thank You Empire Veterans

~ *Autum Jacobs*

Our military has, does, and will always make sacrifices for our country. From the past, present and to the future veterans, it is important for us to recognize their efforts. Thank You to those who serve in our military.

The following list of Empire employees recognizes those who have served or those who are currently serving in any of the five military branches: Army, Navy, Air Force, Marines, Coast Guard and National Guard.

**Curt Blair**

**Tim Butz**

**Pete Fauske**

**Ray Feitl**

**John Freismuth**

**Steve Johnson**

**Mark Klinski**

**Robert Kranski**

**Ronnie Laack**

**Steve Lechnir**

**Alexander Low**

**Jeffrey Meyer**

**Donald Olson**

**Michael Parker**

**Nicholas Patchen**

**Jim Schweinfus**

**Steve Stenberg**

**Troy Stockers**

**Ron Vian**

**Jim Weber**



# Remember

## Veteran's Day

### November 11, 2014

#### Veteran's Day Prayer ~ *Joanna Fuchs*

<http://www.prayer-and-prayers.info/favorite-prayers/veterans-day-prayer.html>

Dear Lord, today we honor our veterans,  
worthy men and women

who gave their best when they were called upon  
to serve and protect their country.

We pray that you will bless them, Lord,  
for their unselfish service in the continual struggle  
to preserve our freedoms, our safety,  
and our country's heritage, for all of us.

Bless them abundantly for the hardships they faced,  
for the sacrifices they made for their many different  
contributions to America's victories over tyranny and oppression.

We respect them, we thank them, we honor them,  
we are proud of them, and we pray

that you will watch over these special people  
and bless them with peace and happiness.

Amen.

## Recycling Reminders, Keep a Good Thing Going ~ *Empire Green Committee*

This is an overview of the current material types we are recycling. As we develop a stable recycling flow of these common flow materials with D & M Recycling, we can start integrating more uncommon types of material into the recycling process.

**POLYCARBONATES:** All polycarbonates can be combined including all Lexan brand material. Can be with or without paper backing.

**POLYETHYLENE:** All clean Polyethylene material without paper backing can be combined. Includes all 'stretch wrap' material that comes in on material that we order.

**ALL #1 RECYCLABLE PLASTICS:** All #1 Plastics can be combined. Includes soda & beverage bottles and many other clear plastic containers.

**ALL #2 RECYCLABLE PLASTICS:** All #2 Plastics can be combined. Includes Plastic Roll Tops, any many

not clear plastic containers.

**PLASTIC BUCKETS / PAILS:** Black Buckets are #2 plastic but have to be stacked separately, metal handles must be clipped off, and inks must be well scraped.

**PAPERS:** Shredded and non-shredded paper can be combined.

Newspapers, and Magazines (Gloss Paper,) can be recycled but have to be kept separate from print paper. The sleeves the print paper comes in are not recyclable. No wax paper liners, they are not recyclable.

**POLYESTER (MESH ONLY)** Clean scrap screen mesh material from screen making only can be in this bin.

D & M Recycling provided 4x4' square bins for the material types. These main bins will be in one 'Home Base' location. The Home Base location will be in the Stock

Barn Hallway, which is between Screening Dept and the Small Break Room. This area will also serve as an informational kiosk on the recycling program. Depending on each department's demands for each type of recyclable waste, smaller type bins cans designated to each department. These bins can be picked up by the custodial routine to taken to the main bins. If a large job with a large amount of one type of recyclable is being produced, a main 4x4 bin can be brought out to the department for the job. Once a main bin is full, it will be taken down to the Shipping Dept. weighed, recorded for our internal recycling program. D & M Recycling will be notified for pick up.



# Department SPOTLIGHT

## Digital Relocation/Screen Printing Expansion ~ Empire Marketing Team

Empire is growing again. In response to acquiring additional screen printing presses and a new Mimaki flatbed digital press, our Digital Department is being relocated within the plant.

The current floor in Digital was constructed to handle the weight and vibration for screen print presses, whereas the floor in the production area once reserved for storage, production overflow and our NSM Vendor Show is not. The overflow production area, however, is well suited for all of the digital equipment.

A few necessary accommodations will need to be made for the move. Electricity and HVAC are being prepared for the digital relocation and screen printing addition. Changes are scheduled to be completed by the first of the year.



### Employee Announcements

#### Ugly Xmas Sweater Contest & Holiday Potluck

Start looking for that hideous holiday sweater. Raid the local Goodwill or Grandma's closet, then wear it with pride to the employee potluck. Empire supplies the meats, potatoes & rolls everyone else fills in with their holiday favorites

**Wednesday, December 17, 2014**

#### Shelly Kendhammer

is the lucky \$3,000 winner of the Kevin Steele Benefit Raffle  
June 27, 2014

#### Bake Sale & Tip Boards for the Kevin Steele Benefit

Raised \$1,526 for the Kevin Steele Benefit. Thanks to everyone who contributed items and for those who purchased them.

#### 6th Annual Charity Chili Cook-Off & Bake Sale Coming Soon!

Get those recipes ready. Warm up your crock pots and your ovens!

#### 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

#### OCTOBER

Lisa Slonka .....29 yrs.  
Eileen Ustby.....20 yrs.  
Angela Gammons .....9 yrs.  
Laurie Arentz.....9 yrs.  
Charles Hills .....8 yrs.  
Benjamin Bakken.....4 yrs.  
Joshua Xiong.....4 yrs.  
Jacey Stoddard.....3 yrs.  
Spencer Arttus.....2 yr.  
Sharon Erler.....1 yr.  
Travis Oldenburg\* .....1 yr.

#### NOVEMBER

Beth Roush.....31 yrs.  
Jim Weber.....29 yrs.  
Keith Cook .....23 yrs.  
Roman Kamrowski...20 yrs.

Dawn McGrath.....20 yrs.  
Jill Schultz .....17 yrs.  
Candy Amann.....14 yrs.  
Morgan McDonah...12 yrs.  
Theresa Baird.....10 yrs.  
Kevin Gerstenberger...8 yrs.  
Jon Schubert .....8 yrs.  
Chris Kendhammer ...7 yrs.  
Rick Auterson .....6 yrs.  
Bonita Anderson.....5 yrs.  
Janet Meyer .....4 yrs.  
Dustin Maule .....2 yrs.

#### DECEMBER

Kim Radke .....29 yrs.  
John Johnson.....29 yrs.  
Kathy Vaughan .....26 yrs.

Dave Collins.....20 yrs.  
Steve J. Johnson .....19 yrs.  
Rita Howe .....18 yrs.  
Robert Karaffa .....15 yrs.  
Steve Vinson .....15 yrs.  
Hans Hanson.....14 yrs.  
Eric Coleman .....10 yrs.  
Kathy Inglett .....9 yrs.  
John Yehle.....9 yrs.  
Marcia McFarlane.....7 yrs.  
Jackson Huus .....2 yrs.  
Brett Gamroth\* .....2 yrs.  
Zachary Johnson.....1 yr.  
Corey Stilwell .....1 yr.  
Ben Bettis\* .....1 yr.

\*Part-time employees

### Welcome New Employees!

Timothy Butz  
Darcy Goldsmith  
Shia Lee  
Jennifer Hagen  
Kayla Olson

Seth Walker  
Jacob Morris  
Dawn Kehr  
Sierra Leamont  
Shauna Staver

Joseph Roth  
Dylan Ebersold  
Traci Low  
Michael Vue  
Samantha Hammes

Hannah Kopp  
Seth Kuehl\*

**Coordinators:**.....Doug Billings ..... Amy Bettis, Doug Billings  
**Layout Design:** .....Cathy Buttell ... Jennifer Schloesser, Shelly Kendhammer  
**Photographers:** ..... Amy Bettis ..... Rick Auterson, Jim Schweinfus  
..... Rebecca Burg, Jennifer Schloesser ..... Kathy Vaughan, Cathy Buttell  
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DEADLINE FOR NEXT NEWSLETTER: January 31, 2015

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