

Hot air balloon photo courtesy of Stacie Boisen, 3rd Shift LVS



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SGIA Honors Empire for Its Sustainability Efforts



Fairfax, VA — Specialty Graphic Imaging Association (SGIA) is proud to announce the recipients of the 2015 Sustainability Recognition Program Award. The program was designed to encourage SGIA member companies to create and adopt sustainable business practices and to set an example for other companies to follow.

“Companies all over the world & throughout every industry are adopting sustainable strategies & processes. SGIA wants to recognize their achievements.”

*Marci Kinter
SGIA VP of Government and
Business Information*

In order to receive the award, companies were required to submit a copy of their sustainability policy and a description of their

continuous improvement project(s) during the past year. Congratulations to the 2015 Sustainability Recognition Program Award Honorees:

BIG INK Display Graphics
St. Paul, Minnesota

Empire Screen Printing, Inc.
Onalaska, Wisconsin

GFX International
Grayslake, Illinois

Global Products Inc.
Saint Peters, Missouri

Image Options
Foothill Ranch, California

Laird Plastics
Boca Raton, Florida

Light-Works, Inc.
Winooski, Vermont

Marabu North America LP
Charleston, South Carolina

Modernistic
Stillwater, Minnesota

Nazdar
Shawnee Mission, Kansas

PRS Permacel Private Limited
Thane, Maharashtra, India

Stella Color
Seattle, Washington

Visual Impressions Inc.
Milwaukee, Wisconsin

Empire was one of 13 companies to be recognized as a leader in sustainability.



SAFETY AWARENESS NEWS

Nine for Your Spine ~ North American Spine Society

While your back is a complex system of bones, nerves, discs, muscles and other tissues, keeping it healthy actually is fairly straightforward. A survey of North American Spine Society members revealed the top nine “back-to-basics” tips spine experts wish their patients followed.

1. Exercise regularly to improve overall health and reduce the chance of back pain. To stay healthy, your spine needs a regular regimen of stretching, strengthening and aerobic conditioning exercises, such as swimming, yoga, light weights and walking. Without exercise, your muscles can become weak and deconditioned, which can lead to back pain and injury. Work with a spine specialist to find the right exercises for you to stay healthy.

2. Do not smoke! Many spine experts report that smokers are prone to more back pain than nonsmokers. It is believed that smoking restricts blood flow to the discs that cushion your vertebrae, reduces calcium absorption and prevents new bone growth.

3. Maintain a healthy body weight. Extra weight, particularly in the mid-section or belly, shifts your body’s center of gravity forward and places unneeded strain on your back muscles and the surrounding tissues. It also is possible to be too thin, as extreme thinness can be accompanied by low bone mass and place you at risk for osteoporosis. Working with your doctor, determine your ideal body weight and try and stay within 10 pounds of that weight.

4. Keep your core muscles strong.

Weak or tight “core” (back and abdominal) muscles cannot support your back properly, leading to pain and injury risk. Work with a spine specialist to find exercises that stretch and strengthen your back and abdominal muscles, such as yoga or Pilates.

5. Use proper body mechanics when you lift, bend or stretch. If you must lift or move something heavy, do it safely. Find a partner to share the load. Instead of pulling or lifting a heavy object, push it. To reduce stress on the lower spine and reduce injuries, squat close to the object, keep its weight close to your body and keep your back straight and head up—do not bend over to lift.

Source: “9 for Spine” Member Survey, North American Spine Society, 2012

6. Check and alter your posture frequently while using your laptop, smartphone or tablet. Thanks to technology, injuring our backs has never been easier! Hunching over our tablets, smartphones and laptops all day and night can cause painful neck and back strain. Being “connected” 24 hours a day can actually add stress to our lives, which can lead to back pain. If you want to limit your back pain, limit your electronic gadget usage. If you must use your gadgets, keep a neutral posture, with the screen at eye level whenever possible. Get up, stretch and take a walk every 30 minutes or so.

7. Reduce stress. There is a strong connection between stress and back pain. The “fight or flight” response our body has to stress can cause back muscles to tighten or spasm

painfully. It’s critical to reduce stress as much as possible, even if it means turning off the smartphone after work, seeing a therapist, learning relaxation techniques or exercising more regularly. By managing stress well, we can help prevent back pain from occurring in the first place.

8. Maintain healthy, strong bones by taking calcium, vitamin D and doing weight-bearing exercises. Because our spine has 33 of our body’s 206 bones, our back’s health is linked to our overall bone health. To reduce the chance of your bones thinning (osteoporosis), check with your health provider or spine specialist about how much bone-building calcium and Vitamin D you need. Weight-bearing exercise, such as walking, yoga and lifting light weights will create forces on the bone that trigger increased bone density, which is beneficial.

9. Moderation! Minimize the intense “weekend warrior” sports or housework activities. If you work hard Monday through Friday, do not declare “war” on your back by doing intense exercise or household chores on the weekend. You’re likely to end up calling in sick in on Monday because of painful muscle strain. Your best bet to stay healthy and pain-free is to pace yourself throughout the week on your chores and exercise. A regular regimen of stretching, strengthening and aerobic conditioning is better for your back than a single burst of intense exercise.

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

Developing a Presence in the Community

As part of our updated HR Process, Empire is getting more involved with career outreach.

Closing the gap between jobs and available workers needs to be a high priority, especially in the area of manufacturing where career opportunities are growing. According to a UW-Madison economic study in January 2015, the unemployment rate in WI is at 5%, but manufacturers can't find qualified employees. This creates a hiring paradox.

A great many people possess a negative attitude towards manufacturing YET it drives our economy. There is a great need to communicate and change this perception. Many educators have never been in manufacturing plants, and manufacturers have never reached out to schools.

At Empire we are working to change that dynamic, by participating in career fairs at UW-L and WTC this Spring. We want to educate career service depts., and students



Autum Jacobs & Amy Bettis Empire's at UW-L career fair

on the mismatch between job preparation and careers. We do students a disservice by not providing accurate data on the job market, current wages, and in demand job skills. There is a need to foster regional business-education partnerships to ensure a consistent and qualified workforce for a strong economy and high quality of life.

Our next outreach opportunity is at WTC Job Fair on March 31st at the Lunda Center 10:00 am - 3:00 pm.

2014 WI Manufacturer of the Year Awards

On February 26, 2015 the WI Manufacturer of the Year (MOTY) awards were held in Milwaukee, WI at the Pfister Hotel. Lt. Governor Rebecca Kleefisch was the keynote speaker.

She addressed WI's new right-to-work law as a great tool for companies to expand and grow their business in today's competitive economy. Companies need every advantage they can to remain sustainable.

"We are a manufacturing state. We are an agricultural state. This is what we do here, our bread and butter, where our jobs are, and if we're fighting the federal government at every turn over these standards, then we are handing a competitive advantage to other states for jobs and economic growth." said Rebecca Kleefisch.

After the keynote address awards were presented. We at Empire would like to congratulate the following

companies:

- HUSCO, International, Inc., (Mega)
- Seats, Incorporated, (Large)
- Spectrum Industries, Inc., (Medium)
- General Plastics, Inc., (Small)
- E.K. Machine Co., Inc., (Workforce Development)

Special Award Winners

- Ellsworth Cooperative Creamery (Marketplace Opportunity)
- Universal Acoustic & Emission Technologies, Inc., (Employee Development & Commitment)

Although Empire did not come home with the coveted prize. We were able to seize the opportunity to network with fellow manufacturers. It was a great learning process to see how we compare to other companies in our great state. We hope to cultivate relationships with our fellow MOTY nominees that will be mutually beneficial and help each other grow.

ACTIVITIES & EVENTS

caLEndar

May 28 - Aug. 9, 2015

La Crosse Loggers Baseball
Copeland Park • La Crosse, WI
For Tickets call 608-796-9553
or go online. Prices start at \$5
<http://northwoodsleague.com/la-crosse-loggers/>



April 25, 2015

Between the Bluffs Beer, Wine & Cheese Festival

Sample a variety of beers, wines & cheeses—free souvenir glass
2:00-6:00pm at the Oktoberfest Grounds • Tickets \$40
<http://www.explorelacrosse.com/bluffs-beer-wine-cheese-festival>



May 9, 2015

La Crosse's Weinerfest

Can't wait for Oktoberfest? Celebrate with great music, sausage & beer
4:00pm - Midnight at the Oktoberfest Grounds • Tickets \$8



June 20-21, 2015

Norskedalen Midsummer Festival

Saturday June 20th 9 a.m. - 4 p.m.;
and Sunday, June 21st 11 a.m. - 3p.m.

Tour the historic site, old world demos, kid-centered activities \$6 for adults, \$3 for kids or \$15 for families

For more details call
Nicole Loeffelholz • (608) 452-3424



July 17-18, 2015

Big Blue Dragon Boat Festival

Coulee Region's only dragon boat festival sponsored by The Franciscan Healthcare Center for Breast Care, on the Black River along Copeland Park for more info
<http://mayoclinichealthsystem.org/locations/la-crosse/about-us/dragon-boat-race>



WIMOTY Attendees L-R: Amy Bettis, John & Kaara Freismuth, Jen Schloesser, & Doug Billings



Keynote speaker, Lt. Governor Rebecca Kleefisch



MOTY awards await the presentation ceremony

training within industry

2015 Empire's Focus Is On Training

In his efforts to change the culture at Empire John Freismuth implemented TWI (Training Within Industry) Training in 2009. In 2015 we are re-emphasizing the importance of this training, and will be making a concentrated effort to TWI train employees who are new to this program and to re-certify those who have already taken TWI in the past.

Andy Kiedrowski was the TWI trainer, but due to his increased job responsibilities as the supervisor of the Large Value Stream he was unable to continue as a dedicated TWI trainer. In January 2015 this responsibility was turned over to Amy Bettis (Art/Marketing).

Many of us have heard the phrase 'TWI Trained' bandied about Empire, but really what is it? Where does it come from? Why should we use it?

TWI History and Development

TWI has experienced a rediscovery in the 21st century. Despite being mostly forgotten between the post-war era and today, the sound principles of TWI are present in modern day job instruction training programs.

Job Instruction (JI), as we know it today, grew out of a larger program called Training Within Industry, or TWI. This program was started by the U.S. government in 1940, just before WWII, to help the defense industry increase quality, productivity and train the unskilled women who took the soldier's places in the factories during WWII.

Local industrial panels of volunteer

consultants were formed to standardize techniques and training methods in order to maximize the potential of every worker. The ensuing results were tremendous.

Over 1.7 million Americans were trained and certified in TWI during the war effort. The use of JI and the other programs was a major contributing factor in increasing quality and productivity that contributed greatly to the product efforts related to WWII.



Justin Boone (Stockcutting) leads a TWI demo for his fellow class participants

The most effective work place training is focused, fast and sustainable, as we discovered during WWII. It was the predominant method for training both in the military and the housewives in the factories at home.

Although this method eventually fell out of favor in the US, it is still used today in progressive Japanese companies worldwide such as Toyota, Honda and Nissan. To this day these companies consider JI and other TWI elements to be the fundamental building block of their

supervisor training program.

Over the last 20 years countless US firms that once invested in strong training programs discontinued them as part of cost-cutting initiatives. Today many of those companies are feeling the uncomfortable results of those cutbacks. While most emerging industrial nations (Mexico, India, Chin, etc...) recognize the value of TWI training.

Today's equipment and processes are becoming more and more complex. Equipment costing millions of dollars coupled with little or no employee training will fail prematurely. Downtime will cost significantly more than planned. Therefore training is not a cost but an investment.

It makes sense to do so. Operating and maintaining equipment without proper employee training is an uncontrollable cost. Do not waste your valuable resources. Specific employee training assures that equipment performs as designed through its entire life cycle. quality training works everytime.

At Empire we have chosen to invest in training. TWI will give those who are responsible for training at Empire the proper tools and framework to do their job. Over the next several months TWI classes will be scheduled to accommodate the TWI training needs accross all three shifts. If you see a need for someone in your department to receive TWI training please contact Lee Vieth (x2304) or Amy Bettis (x2371).

Charity Chili Cook Off & Bake Sale



Many thanks to Shelly Kendhammer & Jill Schultz for organizing and staffing the bake sale for the Josh Xiong benefit



Our Chili Judges (L-R) Chef Mary Cody, Pat Stephen (FHF), Jennifer Livingston (TV19) and Cheryl Higgins (FHF)



Our Chili Winners (L-R) Andy Kiedrowski (LVS), Steve Vinson (SVS), and Jeremy Saley (Shipping)

A huge thank you to all who donated items to the sale and especially Shelly Kendhammer and Jill Schultz for organizing and running the sale during the day. We were able to raise \$815 for the Josh Hli Xiong Memorial Benefit Fund.

We also thank everyone who made chili to honor our Empire veterans and raise money for the Freedom Honor Flight

Program. Employees raised \$384 in sales which in turn was matched by Jim Brush for a total of \$768 to make a veteran's honor flight dreams come true. The next Freedom Honor Flight will depart from the La Crosse Airport on May 2, 2015.

Of course everyone wants to know which chilis were the tops in their category.

Mild/Medium Steve Vinson (SVS)
Keilbasa Chili

Specialty Andy Kiedrowski (LVS)
Downtown Brown Chili

Hot/Spicy Jeremy Salley (Ship)
Chorizo Habanero Chili

Next year we are looking to change it up a little by possibly having a 'Soup'er Cook Off instead of chili. Employees can submit their favorite soup recipes?!? Please let the marketing team know what you think of this possibility...

Writing the Next Chapter ~ Nikki Gensmer

While I've enjoyed my adventure here at Empire, I am off to a different one-- in Thailand.

Upon graduating from the University of Wisconsin- Stout almost two years ago now, I started thinking about what I could do to work and travel at the same time...after all, what college student is able to step right out of their chosen university with diploma in hand and can immediately cough up the money needed to purchase an international plane ticket?

Knowing this, I made a budget, did research on which companies offered affordable yet safe options, and what jobs I could pursue to get an even mixture of serving other people while still making and saving money.

After a lot of research, my most outstanding option was teaching English abroad in Thailand. Although I didn't study Education, it seemed like a "gig" that would let me mix my creativity,

want to help people, professional communication skills, and foreign language studies. I applied for a teaching position, concluded to be my best overall option, a little over a year ago.

Hopes of hearing about the position and being able to travel ran very very low over time. Eventually I nearly forgot that I had even applied, but I was still always working and sticking to my budgeting plan. Thankfully I did because about a month ago, I got an offer.

After some hard deliberation, I decided to do it, knowing that I may not pursue it later if I didn't now. They say, "There is no better time than the present." While I'm aware that they also say, "The grass is always greener on the other side," I'm willing to go and check out the grass for myself.

Empire has been the perfect place to build experience as a Graphic and Web Designer, as well as a Marketing Team member. I couldn't be happier with the

time I've spent here, even if I expected it to be a lot longer. Skills I've learned here will help me in my classes in Thailand. For that I am thankful. I will sincerely miss the personalities and work ethic of fellow employees-- especially those I've worked closest with in the Art Department.

Within the next month, I'll be moving, training, teaching, and traveling. I may need somebody to pinch me because it still doesn't feel real. My training center is right on a beach, filled with that white stuff-- not that Wisconsin white stuff (snow...or white cheddar cheese.) White sand! I can't wait to sink my toes into it.

I've been forewarned about the tropical rain storms, but something tells me I'll be just fine with the tradeoff. I am looking forward to the new chapter of my life, but will also never forget where I came from and the people and positions that helped me gain experience along the way. Thanks for everything.

Jim & Kim Cancer Benefit

Saturday April 18th
Medical Benefit
2:00pm-?
Jim Gilbertson & Kim Radke

Jim was diagnosed with head and neck cancer on August 29th, 2013 as stage 4. He has had surgery and has been through chemo and radiation treatments. He is in remission but continues to have medical follow ups and tests.

Kim was diagnosed with breast cancer in November of 2014 and had her first surgery in January 2015 and will have her second surgery at the end of March. At this time no chemo is necessary but will continue with follow up visits to hopefully stay cancer free.

Tickets
\$5 each
3 for \$10

Music
Silent Auctions
Raffles
Bake Sale

Prizes
\$100
\$50
\$25

2 Camping prizes

If you show up day of event, show your stub and receive 5 extra tickets for basket raffle

Donations can be dropped off at Champions
Champions Riverside Resort
 WI6751 Pow Wow Lane
 Galesville, WI 54630
 608-582-3707

their medical and living expenses. Plus attempt to maintain a positive attitude and fuel their hopes of beating the disease.

It isn't any different for Nancy Gilbertson's (Cust. Service) husband Jim battling against head and neck cancer or for Kim Radke (SVS) fighting to survive breast cancer.

To alleviate some of their burden on Jim, Kim and their families are organizing a medical benefit for both of them on Saturday, April 18, 2015 at Champions Riverside Resort in Galesville, WI.

The benefit committee for Jim and Kim is looking for help from the Empire family in creating a basket raffle. Departments at Empire have stepped up to this challenge in the past for the Klinski and Steele benefits, creating themed baskets.

Please consider spearheading an effort in your department to create and donate a basket. Some ideas are wine and chocolate, coffee, liquor, assorted gift cards... the only limit as to what goes into a basket is your imagination. There will also be a bake sale at Champions during the benefit. You could use your time and talents to make some delicious baked goods. Anything is welcome. Please send your baked goods in a disposable, non-returnable container. Both baskets and baked goods can be given to Nancy Gilbertson in Customer Service anytime prior to the benefit or dropped off at Champions Riverside Resort.

Raffle tickets are also available for purchase at Empire before the benefit and at Champions during the benefit. Just call Nancy (X2593) if interested. Tickets are 1 for \$5 or 3 for \$10. You need not be present to win.

We hope as many people at Empire are able to attend and show their support for Jim Gilbertson and Kim Radke. May all your positive vibes, prayers, and presence give Jim and Kim the strength and resources they need to beat back their respective cancers.

Fighting the battle against cancer is an extensive drain on a families financial, physical and mental resources. Families struggle to meet

Once in a Lifetime Opportunity ~ Amy Bettis

Many of us living along the Mississippi River take this nautical highway for granted. How often do you think about what it takes to travel up and down river? Has anyone taken the time to watch a tugboat go through a lock and dam along the Mississippi OR have gone through the lock themselves?

One of the first things I saw when I moved to the La Crosse area 25 years ago were the tugboats and barges traveling along the river. I remember taking the time to watch how these boats travel through the lock and dam to move up and down the river. It made me think how difficult a river of this size would be to navigate without the aid of the current lock and dam system.

As a Scoutmaster of a local Boy Scout troop I often get the chance to participate in activities outside the normal realm of my daily life. I never once thought how scouting could connect me to the lock and dam system on the Mississippi, more specifically Lock and Dam 5A in Fountain City, WI.

As some of you may know, it is the Army Corp of Engineers that maintains the lock and dam system on the river. My brother-in-law and fellow scouter Bill Meier, works for the Army Corp of Engineers in Fountain City. He was the one who contacted me about this unique once in a lifetime experience. Would our troop like an all access, behind the fence

tour of the lock and dam, while it is closed for maintenance this winter?

In the north during the winter our lock and dam system is subject to maintenance. Each lock system in the Saint Paul river district is on a 20 year maintenance cycle. It just so happened the lock at Fountain City was scheduled for maintenance in 2015.

Before barge traffic could resume in the spring bulkheads are setup around the lock to hold back the Mississippi and the lock is slowly drained or 'de-watered'.

Thanks to Bill and the head of lock maintenance Scott Uhl — myself, my scouts and their families were able to go down inside the lock chamber itself. Lock 5A is 110 ft. wide 600 ft. long and 25 feet deep. The volume of the lock is 1,650,000 cubic feet, which holds 12,343,650 gallons of river water!

Since the water was drained from the lock, we were able to crawl into the 15 ft. diameter concrete pipe through a 3 foot access port that supplies the water to the lock and inspect the valve mechanism.

We learned the lock and dam 5A was completed in 1936 by the Civil Conservation Corps and the Army Corp of Engineers. The lock is 79 years old and because of the maintenance cycle is still viable and completely functional til the next maintenance cycle.

I must admit being down inside the

lock itself was an incredible, if not eerie experience to know that millions of gallons of water were just on the other side of the bulkhead. Walking inside the water supply pipe was incredibly cool. I got to see first hand what a nuisance zebra mussels were, inside that pipe. The inside of the pipe was covered completely by the mussels. The water control valve itself was bigger than most of your SUVs today.

It is almost a mile across the dam from the parking lot on the WI side of the river to the lock control house on the MN side of the river. Walking across the dam itself and watching the river from that perspective creates a healthy respect for the river's power.

We watched ice flows go downstream over the roller gates. The immense power of the water broke the 12-18 in. thick slab of ice as if it were nothing. Driftwood was trapped and churned against the dam until it became nothing but splinters.

Lock 5A has been repaired, refilled with water and ready to face the next 20 years. I will probably never have the chance again to set foot down inside a lock and dam chamber or crawl in a giant concrete water pipe, but I'm glad I did. I would do so again if the opportunity ever presents itself again.

To see all the pictures and video from our tour check out Empire's facebook page.



Amy Bettis (Art Dept.) standing next to the lock gate. The bulkhead holding back the Mississippi River is behind me. (Photo taken by Shawn O'Brien)



Looking down into the lock chamber. Access ports to the water supply pipe are the square openings in the opposite side. (Photo taken by Amy Bettis)



Inside the pipe. The openings we crawled through to enter the pipe are on the right. When flooded, the pipe holds 79,2799 gallons! (Photo taken by Amy Bettis)



View from the floor of the lock—25 ft straight up or down as per your point of view! (Photo taken by Melissa Meier)

Ooh Baby, Baby!!! ~ Marilyn Heinz

An idea was “conceived” to have a baby photo contest at Empire Screen Printing in the customer service department. There was no P.M.S. (participation a must syndrome) period!

Fifteen employees “ultra-sounded” the challenge and the “arrival” of their photos began. A dollar was “delivered” with each photo entered and this allowed the contributor a voting ballot. Voting ballots were also available to co-workers who did not submit a baby photo, yet still wanted a chance at matching the photos. The “contraction” of money was used for the

prize. During the creative “gestation”, Nikki Gensmer of the art department “waddled” through the photos and “pampered” us with a enchanting poster of all the little mug shots. It seemed “(bio)logical” to have all the photos on the poster in black and white and the only natural development was to add 5 extra names to the participant list as decoys to make this contest more challenging.

During the “C-section” of the poster, the “child’s play” began on January 16. There were lots of “kidding” around and

a “baby shower” of little white lies were expressed. As the “due date” of January 26 approached, the “expectancy” grew. After “laboring” through the ballots, on Tuesday, January 27, 2015 at 8:14am the overjoyed “birth” announcement of “twin” winners was proclaimed. Congratulations to Allie Pedrin and Keith Cook for correctly matching 11 of the baby photos to the correct Empire employee. Each received an award and \$10.00. I am happy to report that there was no “post-partum” depression when the contest ended.



Amanda Henthorne



Chris Schultz



Beth Roush



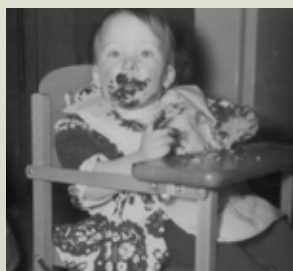
Nancy Gilbertson



Steve Remen



Keith Cook



Penny Segura



Marilyn Heiz



Dawn Adamson



Allie Pedrin



Melanie Madero



Debbie Michel



Autum Jacobs



Doug Billings



Jennifer Schloesser

What's COOKING?

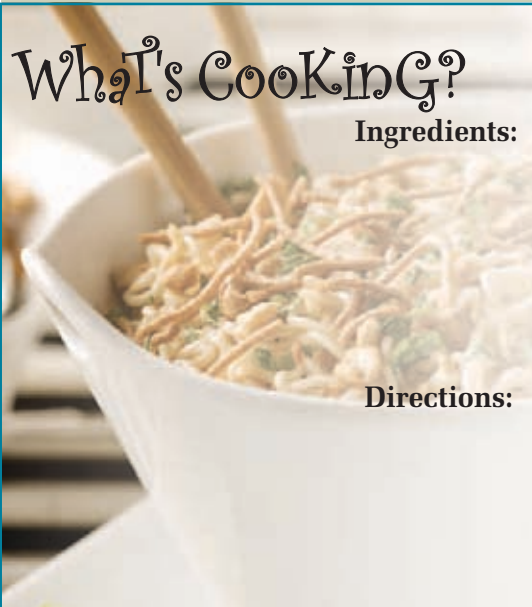
Easy Ramen Noodles w/ Oriental Peanut Sauce

Fast & easy to make in less than 30 minutes!

- Ingredients:**
- 6 - 3 oz. pkgs ramen noodles
 - 1 tbsp sesame oil
 - 2 tsp minced garlic
 - 2 tsp minced fresh ginger
 - ½ cup creamy peanut butter
 - 1 cup light coconut milk
 - 1 tbsp soy sauce
 - ¼ tsp red cayenne pepper

- ½ tsp ground cumin
- 2 tbsp lime juice
- Add sugar or honey, & red pepper flakes to taste
- 1-pkg Bird's Eye Stir Fry Veggies
- Optional: Add pre-cooked sliced beef, pork, chicken or shrimp

Directions: Prepare noodles as directed on the package, do not add season packet or drain water. Remove from heat, mix in package of frozen veggies & set aside. In saucepan over medium heat combine the next 9 ingredients. Whisk until sauce is smooth. Add sugar or honey & crushed red pepper flakes to taste. Next drain water from noodle and veggies. Pour sauce over noodles, add meat if desired, over medium heat until everything is heated through. Serve with chopped green onions or chives and crunchy chowmein as a garnish.



Employee

There are more than 5,500 aircraft in the United States Air Force. Each one needs expert teams to keep them ready to fly at a moment's notice. Michael G. Smith has enlisted in the USAF to do exactly that.

As a Special Vehicle Maintenance specialist, Mike will soon learn to inspect, troubleshoot and repair vehicles used in direct support of Air Force flying missions. He will be trained to become an expert in gasoline and diesel engines, electrical systems, drive train components, steering, brakes,

suspension and hydraulic and air systems.

Mike will be leaving Empire this Spring to follow his chosen career path. On May 12, 2015, Mike will attend Basic Military Training at Joint Base San Antonio (JBSA) Lackland in San Antonio, TX.

Once on base in San Antonio, Mike is looking forward to meeting new people, traveling and new life experiences. Everyone at Empire wishes Mike the best of luck and thanks him for his commitment to our country.



Michael G. Smith (LVS)



Mike will soon be modeling this new look

Employee Announcements

Our sincere condolences to the family of Mitch Bjorkman (Ink) who passed away 01-26-15 & to Tina Karraffa (Digital) & her family on the loss of her daughter 01-30-15



Raffle tickets are available for the Jim Gilbertson & Kim Radke Cancer Benefit on April 18, 2015 call Nancy Gilbertson x2593



Start snapping those photos for the annual Empire employee calendar. This year's theme is "Colors of the Seasons"

Please submit photos that have a strong color reference to a particular season or holiday for example oranges/reds are associated with Fall, whites with Winter... Four photos per employee.

Submission Deadline: Sept. 30, 2015

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.

Employee Anniversaries

APRIL

- Glen Schossow 30 yrs.
- Diane Simonson 28 yrs.
- David Nordstrom 27 yrs.
- Troy Stockers 25 yrs.
- Randy Lemke 23 yrs.
- Kevin Mason 23 yrs.
- Jenny Ledman 22 yrs.
- Amy Bettis 22 yrs.
- James Brom Jr. 21 yrs.
- Cathy Buttell 20 yrs.
- Bill Feyen 17 yrs.
- Cathy McMahon 11 yrs.
- Laura Snodgrass 10 yrs.
- Mark Klinski 10 yrs.
- Keith Gaarder 10 yrs.
- Jonathan Meyer 10 yrs.
- Rhonda Peterson 8 yrs.
- Justin Boone 5 yrs.
- Rebecca Wurzel 5 yrs.
- Curtis Johnson 5 yrs.
- Richard McDowell 5 yrs.
- Teri Herold 5 yrs.
- Nicole Barry 4 yrs.
- Andrew Hagen 3 yrs.
- Rose Zeigler 2 yrs.
- Michael Wolfe 2 yrs.

- Suki Vue 1 yr.
- Danny Moua 1 yr.
- Chyanna Klotz* 1 yr.

MAY

- Lori Taube 36 yrs.
- Lisa Massoth 25 yrs.
- Travis Brush 25 yrs.
- Sam Sokolik 22 yrs.
- Chad Heyroth 20 yrs.
- Tom Donaldson 18 yrs.
- Debra Gilbertson 18 yrs.
- Donald Olson 15 yrs.
- Katie Schaller 10 yrs.
- Ed Lee 9 yrs.
- Mike Stenberg 9 yrs.
- Greg Loomis 9 yrs.
- Autum Jacobs 7 yrs.
- Pao Yang 5 yrs.
- Brian Hundt 5 yrs.
- Chase Penkalski 5 yrs.
- Rose Chamoun 5 yrs.
- Fawn Marsh 4 yrs.
- Brian Subjek 3 yrs.
- Jacky Vue 2 yrs.
- Jeri Gross 2 yrs.
- Marilyn Heinz 1 yr.
- Kiecila Fruetel 1 yr.

JUNE

- Dawn Gorniak 31 yrs.
- Debbie Michel 30 yrs.
- Sophie Cornforth 27 yrs.
- Russell Kuehn 20 yrs.
- Rebecca Stark 19 yrs.
- Sheila Fox 16 yrs.
- Robert Fischer 13 yrs.
- Matt Vanderloop 11 yrs.
- Rachael Gilkes 9 yrs.
- Carina Olson 9 yrs.
- Sarah Erickson 8 yrs.
- Curt Blair 8 yrs.
- Jamin Bishofsky 6 yrs.
- George Yang 5 yrs.
- Rebecca Burg 4 yrs.
- Michael Herold 3 yrs.
- Codi Jacobs 3 yrs.
- Renee Kotek 1 yr.
- Johanna Wanie 1 yr.
- Scott Senstad 1 yr.
- Lane McConnel 1 yr.
- Teresa Johnson 1 yr.
- Aaron Juriens* 1 yr.
- Spencer Johnson* 1 yr.
- Michael G. Smith* 1 yr.

*Part-time employees

Welcome New Employees

Dia Vang	Colin Smith	Andrea Mehner	Chad Hoesley
Becky Indahl	Brian Hansen	Tou Lee Thao	Greg Gallaher
Jillian Smith	Erin Atkinson	Kevin Moua	Clifton McClintock*
Dylan Vaughn	Justin Bronkhorst	Angela Bunnell	Timothy Bettis*
Jessica Hendrickson	Francis Moua	Walter Staff	

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..... Jen Schloesser Michael G. Smith

DEADLINE FOR NEXT NEWSLETTER: June 22, 2015

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