

above & beyond

Spring 2016

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Riverside Park, La Crosse, WI photo courtesy of Amy Bettis, HR

Gov. Walker Highlights \$60M Jobs Program



Gov. Walker promotes FoodShare Assistance and Job Training Program

April 20, 2016 WI Governor, Scott Walker made a stop at Empire Screen Printing in Onalaska, WI to promote his \$60M FoodShare Program. The governor's food assistance and job training program has been in place since April 2015. Empire is one of many companies helping WI workers through this program.

WI FoodShare program advocates that anyone age 18 to 49 who is physically and mentally capable of working must either have a job or be enrolled in a work training

program in order to receive or continue to receive state assistance. Those exempt from this stipulation are workers with disabilities, health concerns and those directly supporting minor children. If any mentally able and capable worker who doesn't already have a job declines to enroll in the training program their FoodShare benefits will be limited to 3 months.

The governor wants a commitment from those eligible to receive government assistance. "The best way we can help you (aid recipients) out is by believing you can do better. By believing you don't have to be destined to a life of dependence on the government, but rather with some training and the right amount of assistance, we can plug people into employment that allows these individuals to support themselves and someday their family." said Governor Scott Walker.

Empire Nominated as Family Business of the Year



Empire was nominated for the 13th Annual WI Family Business of the Year Awards. These awards celebrate the accomplishments and impact that family-owned businesses have on our communities. Nominees are as follows:

Architectural Design Consultants, Inc.
Lake Delton, WI
Badger Basement Systems
Fort Atkinson, WI
Complete Mobile Dentistry, Inc.
Windsor, WI
Empire Screen Printing, Inc.
Onalaska, WI

Gordon Flesch Company, Madison, WI
Grassland Dairy Products, Inc.
Greenwood, WI
Hydro-Thermal Corp., Waukesha, WI
Kowal Investment Group, LLC
Waukesha, WI
Leitch Insurance Agency, Inc.
River Falls, WI
Masters Gallery Foods, Inc.
Plymouth, WI
O'so Brewing Company, Plover, WI
Poynette Auto Body, LLC, Poynette, WI
Shiloh Dairy, LLC, Brillion, WI
Shorewest Realtors®, Brookfield, WI
Tamara's the Cake Guru, Oshkosh, WI
Winners will be announced at banquet on May 12th in Madison, WI.



SAFETY AWARENESS NEWS

SGIA Safety Recognition Reward Program ~ courtesy of the Specialty Graphics & Imaging Association

SGIA's Safety Recognition Program is used to help manage safety efforts at Empire. The primary objective of this program is to make employers and employees aware of the necessity of maintaining a safe working environment. The SGIA also strives to help Empire, an awareness of the need to comply with all applicable local, state and federal safety laws and standards.

This is achieved through a year long inspection process. As a participating member company, Empire's Safety Committee must make 6 safety inspections of their facilities, and indicate on the program's Safety

Checklists the results of their safety inspection at the end of each 2 month cycle. Each checklist must be dated, and the name of the person(s) performing the inspection must be recorded. Safety Coordinator Keith Cook will be conducting Empire's bimonthly inspections with members of the Safety Committee.

The inspection criteria focuses on general safety in all areas of our workplace, plus GHS/HazCom compliance, PPE assessments, emergency action plan assessments, electrical safety, general housekeeping and cleanliness.

In order to qualify for the award

member companies must pledge to maintain the schedule of inspections. They must record their safety walk through checklist results online for one complete calendar year. Each safety coordinator of a participating member firm is attesting to the fact that a self-inspection, has been conducted in accordance with the SGIA's program rules. Participants failing to return a form at the end of each 2 month cycle will not be considered for the awards. The SGIA Safety Recognition Program operates on a calendar year basis of January 1st through December 31st.

Injury and Illness Prevention Programs ~ Amy Bettis

At Empire we strive to be proactive in our approach to safety. We work together to find and fix workplace hazards before an incident can occur. Adoption of these programs results in workers suffering fewer injuries, illnesses and fatalities. Employers benefit too. At Empire by improving compliance with existing regulations we experience many financial benefits of a safer, healthier workplace.

Most successful injury and illness prevention programs include similar commonsense elements that focus on finding and controlling workplace hazards. Each of these key elements are important in ensuring the success of the overall program as they are

inter-related and dependent on each other. These elements are as follows...

Management Leadership: Management demonstrates their commitment to improve safety and health of their workforce by establishing goals, providing resources and a support system.

Employee Participation: Employees are actively encouraged to inform management of potential hazards, report accidents and openly communicate their safety and health concerns.

Hazard Identification/Assessment: Processes and procedures are put in place to continually identify and

assess workplace hazards and evaluate risks.

Hazard Prevention and Control: After identification and assessment of hazards, processes and procedures are put in place to ensure employee safety and control workplace hazards.

Education and Training; Workers are trained in a manner they can understand to recognize hazards and learn the necessary control measures need to protect themselves and others.

Program Evaluation/Improvement: Processes are established to monitor program performance, verify implementation and identify deficiencies and discover opportunities for improvement.

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 BettisHR/Training & Devel.

Nancy Gilbertson.....Customer Service

Curtis Johnson IT Department

Jay Yehle Heating/Cooling

La Crosse Promise Career Initiative ~ Amy Bettis



April 20th and 21st the La Crosse Promise Future Centers at Logan and Central High Schools hosted several local businesses to attend their first ever career fair. La Crosse Promise Future Centers are working to maximize the number of high school students with solid career plans, assisting with career counseling, college visits, school applications, financial aid, and more. This career fair was a great opportunity to discuss options and education needs with students for positions in the various industries represented. According to the Future Center, 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. Go to lacrossepromise.org and learn more how this program helps our community.



Amy Bettis (HR) discusses career options in printing with a Logan H.S. student



Student volunteers were gracious hosts at the La Crosse Promise Career Fair

Super Sam Update ~ Chris Schultz

Empire employees were able to raise \$ 1,095.55 on Souper Day through soup and bake sale proceeds. That total was matched by Jim Brush bringing the total for Sam to \$2,191.10. Please see the special thank you from Sam and his family to everyone at Empire who made the event a success.

Since Sam's visit to Empire in February, he's continuing with his chemo treatments and has only one left. His blood counts are rebounding nicely

and he's been working hard at physical therapy, getting stronger day by day. Empire wishes him a great Summer and he'll be headed to Kindergarten this Fall. Best of Luck to Sam!



Sam & his mom, Angie on Souper Day

ACTIVITIES & EVENTS

caLENDAR

Local Farmer's Markets April - October

MONDAY

UW-L Wittich Lawn between Centennial and Wittich Halls
April 18th - October 3rd
8:00am - 2:30pm



WEDNESDAY

La Crosse Bridgeview Plaza
June 1st to October 26th
8:00am - 1:00pm

Festival Foods, Holmen, WI
May 25th - October 26th
3:00pm - 7:00pm

West Salem, WI parking lot on corner of Jefferson/Mill Streets (Bike Shelter)
June 1st - October 12th
2:00pm - 6:00pm



THURSDAY

Hmong Mutual Assistance Association
Ward Avenue, La Crosse, WI
June 30th - October 27th
7:00am - 4:00pm



FRIDAY

La Crosse Cameron Park on King St. between 4th/5th Avenues
May 6th - October 28th
4:00 pm - dusk/8:00pm



SATURDAY

La Crosse Cameron Park on King St. between 4th/5th Avenues
May 7th - October 29th
8:00am - 1:00pm
La Crosse City Hall Parking Lot on 400 La Crosse Street
May 7th - October 29th
6:00am - noon



April is National Poetry Month

2016 T.E.A.M. Sponsored Employee Poetry Contest

In honor of Spring and National Poetry Month T.E.A.M. sponsored a poetry contest. The following poems were submitted by Empire employees. Author of what is voted to be the best poem will be awarded \$20 for their creative efforts courtesy of T.E.A.M. Ballots are available in both lunchrooms. *Only ONE vote per employee. Voting deadline is Friday, May 6th 9:00 a.m.*

#1 Daylight Savings ~ Jeremy Saley

In this season there will arise
That, which winter often denies:
A sense of lost time!
Daylight savings - what a crime
Dept. of Transportation sold us lies!

Just like springs storms—
 blessing and curse
Soon enough they will disperse
They never seem to last
Passing us by much too fast,
Just nature's next verse

So when your bodies re-adjust
And all alarm clocks
 have been hushed
Appreciate time spent in the sunlight
Savor it with all your might;
Gone again in the fall,
 it will leave more mistrust!

#2 Find Your Fountain of YOUTH ~Amy Bettis

Break FREE of the
confines of adulthood.
Dance when you are HAPPY!
Let JOY and excitement
permeate your soul!

Dance when you are HAPPY!
Who CARES if other grown
ups are watching...
BE a child at heart.
SHOUT the lyrics
your soul is singing!

Who CARES if other grown
ups are watching...
Find your Fountain of YOUTH.
SHOUT the lyrics
your soul is singing!
Be true to the joy,
that is LIFE.

#3 Gently the Window Does Blow ~Joann Anderson

Gently the wind does blow;
Moving trees to and fro.
Like waving hands in the air;
Without worries, free from care.

Hear the wind sing its song;
Singing softly, not too strong.
Blowing gently, not too loud;
Slightly forceful, slightly proud.

When sun begins to shine;
The wind becomes hard to find.
Gone until another day;
When the trees and wind will play.

#4 Playground Fun ~ Marilyn Heinz

The long cold winter's hibernation is
 coming to an end
And thoughts of spring are welcomed
 like a long lost friend

As spring makes her entrance with
 bright warm sunshine rays
Everyone is excited to be outside
 these days
Along with the buds on the trees
 that are sprouting
The park playground will become
 the meeting place
Where the wee ones will run,
 jump, and race
Running to and fro, from the
 monkey bars to the swings
 and then to the slide
All the while the parents watch
 with joy and pride
When the sun begins to set and time
 at the park is drawing near
The little ones won't want to leave
 and may cause a fuss, oh dear!
They will drift into a sweet peaceful
 sleep and enjoy dreaming

#5 Untitled ~Erica Oneal

Bitter winds move on
While rain comes down
Washing away the white
Showing what's slumbered
Roads run dirty
Cars run clean
While the trees are bare
And grass is sparse

New light, new time,
New life, new green
Spring is coming
And winter has gone

#6 There Was a Young Man Who Swallowed His Pride ~ Rebecca Burg

There was a young man who
swallowed his pride,
His bank account was
in a hell of a bind,
Credit cards had been all denied,
Perhaps he'll die.

He came to my office
late in the night,
Explaining to me
his financial plight,
I asked, "You know what
you're agreeing to, right?"
"Do you lack any kind of foresight?"

The kid claimed
the plan was ideal,
No one would know of
his gambling ordeal,
Not even to his wife
would he reveal,
That he and a mob boss
had made a deal.

I gave him the cash that he
needed so bad,
On the condition
that he'd meet my demands,
To give me a slice of each pie he had,
From selling the jewels
in the store he manned.

At first he was prompt
with my check by Sundays,
It wasn't long before
they slipped into Mondays,
Then there was nothing
through the month of May,
I came for a visit,
much to his dismay.

"Kid," I said, "we had an agreement,"
"Your payments have been
far too infrequent,"
"I don't care much for
the silent treatment,"
"Cross me again and I'll
have you in pieces!"

You can't tell me I didn't warn the guy,
The one who robbed me and
brushed me aside,
Even after our talk, there was no reply,
Perhaps he'll die.

#7 Untitled ~ Penny Segura

The Sound of winter lingers
But time is on our side
For just around the corner
A little flower hides

Just a glimpse of color
Peaks out of the melted snow
And if you stop and listen carefully
You can hear a calm breeze blow

A whisper in the morning
An echo late at night
As the nasty cold of winter
Finally takes its flight

As sunshine smiles brightly
And darkness begins to fade
The little flower opens
As the snow turns into rain

And the melody can be heard
A sweet song of the whippoorwill
And with a sigh of relief
Spring is finally here.

#8 When Spring ~Maria Selezneva

When air doesn't seem to fit
Within your chest, so soft and sweet
And filled with sense of premonition
When snow and cycles melt away
And bare fertile soil awaits
For you to plant your new ambitions;

When there is sun and smiles and
squints
And you don't know which's caused
by which
And head from thoughts-to- born is
ringing,
When ever-blossoming inspires
And one with trembling admires
The genius of new beginning;

When you are happy like a fool
And everything around you
For greater state and purpose strives,
And you are suddenly aware:
The spring has come! It's time to dare
-
New cycle of nature, new chapter of
life!



WI Sustainable Business Council Earth Day Award

Doing the right thing when no one is watching is called integrity. We do the right thing everyday at Empire in regards to sustainability. It is good to be recognized for this achievement. The WI Sustainable Business Council has awarded Empire **The 2016 Sustainable Process Earth Day Award**.

Empire was recognized for its pioneering of UV LED ink curing technology for screen printing. UV LED curing drastically cuts energy consumption and eliminates ozone emissions. We made a conscious choice not to make our discovery proprietary and willingly share our knowledge with other screen printers across the U.S.

The WI Sustainable Business Council wanted to recognize internal process changes that would normally be invisible to people outside of a given company. Empire was honored with an Earth Day Award because we constantly seek ways to run more efficiently, reduce costs and strive to lessen our environmental impact associated with providing our services to customers. The Sustainable Process award is designed to recognize companies who:

- Implement energy and time saving processes
- Improve logistics and transportation
- Collaborate with others in their sustainability efforts

- Invest in research and development using sustainability criteria
- Develop procurement criteria that rewards sustainability in suppliers
- Influence customers to consider sustainability in their purchasing decisions
- Introduce and maintain the principles of lean manufacturing

The award will be presented in Madison, WI on May 16th at the WI Sustainable Business Council award luncheon. Accepting the award on Empire's behalf will be John Freismuth, Jennifer Schloesser, Amy Bettis and Russ Kuehn.

2016 SGIA Sustainability Award



Empire continues to make a name for itself in sustainability. As a testament to that commitment, Empire has been

recognized by the Specialty Graphic and Imaging Association as 1 of 20 companies across the U.S. and Canada, to earn SGIA's 2016 Sustainability Award as a leader in environmental responsibility.

SGIA's recognition program was designed to encourage member companies to create and adopt sustainable business practices and to set an example for other companies to follow. This year's honorees include:

3M Commercial Graphics

Saint Paul, Minnesota

Ampco Manufacturers Inc Coquitlam, British Columbia

Digital Color Concepts Mountainside, New Jersey

Dreamscape Rockaway, New Jersey

Empire Screen Printing, Inc. Onalaska, Wisconsin

GFX International Grayslake, Illinois

Global Products Inc Saint Peters, Missouri

Holland & Crosby, Ltd. Mississauga, Ontario

Image Options Foothill Ranch, California

JN White Designs Perry, New York

Laird Plastics

Boca Raton, Florida

Lind SignSpring Group Mansfield, Ohio

Meisel, Division of RR Donnelley Carrollton, Texas

Modernistic Stillwater, Minnesota

NGS Printing Inc. Elgin, Illinois

Piedmont Plastics Inc. Charlotte, North Carolina

Stella Color

Seattle, Washington

TASUS Hamilton, Ontario

Tradeshows & Displays, A Plum Grove Co. Schaumburg, Illinois

Visual Impressions Inc. Milwaukee, Wisconsin

Congratulations to all employees, you earned this!

Sustainability Awareness Through MPower Program

Empire is a returning MPower champion at WTC's Sustainability Institute. The Green Committee at Empire will not be the only Empire employees attending upcoming MPower meetings. The committee will be extending invitations to different Empire employees through out the year long program. The MPower year runs April 2016 through February 2017.

Kathy Vaughan and Theresa Antony attended the most recent MPower session with Jennifer Schloesser and Amy Bettis. Here are some of Kathy and Theresa's comments.

Did you learn anything new at the session?

Kathy: "I learned new ways to look at sustainability beyond just recycling"

Theresa: "I learned how important it is to recycle for our earth, health and environment."

What were defining moments of your MPower experience?

Kathy: "It was an interesting breakout session to hear different ways it (sustainability) affects different business yet we are working toward the same general goals."

Theresa: "I learned about making our company safer and better for our health. The groups we were in, taught me how other businesses can do the same."

What value did you discover personally and/or for Empire at your session?

Kathy: "Yes, it caused me to think about my part personally at home and

also at the workplace. I received very educational resources to share with others."

Theresa: "I am now going to recycle at home and at work (Did not do so before.) I never thought it made that big of a deal to the environment. I figured one person couldn't make much of a difference. We all need to be more aware and participate in recycling. Every single one of us makes a difference."

The goal of the MPower program is education and awareness. At Empire we are creating that awareness of a sustainable culture a few employees at a time. One person may not do a lot by themselves, but as a group can accomplish great things.

Reflections on WI FoodShare Program ~ Amy Bettis



Shawn Mattson 3rd Shift, Laser Department

Shawn Mattson came to Empire in November 2015 as a participant

in the WI FoodShare Job Training Program. According to his interview with WXOW TV19, Shawn said it is the best decision that he has ever made. He hesitated at first, because in his words, "When I first heard about it, of course, you never like being told what to do. Again I am getting these food stamps and insurance here. It is an opportunity. It really panned out for me."

What Shawn Mattson needed was an opportunity to prove himself. Empire

helped to provide that opportunity through the Department of Workforce Development and the Governor's FoodShare program.

After 3 months of on-the-job training, Shawn was hired for 3rd Shift. He has this to say about his new job at Empire "If you are a good employee here, and you show yourself (as such), It is a good chance that you will be hired on."

Welcome to the family, Shawn. We hope you have a very prosperous career at Empire!

Printing with Purpose 2016 NSM ~ Amy Bettis

You won't want to miss Empire's Biennial National Sales Meeting from July 20th to the 21st. Since 2010, we've built upon our Legacy, and this year is no different. Our show highlights sustainable business practices and provides an engaging environment for our customers, sales reps, employees, and suppliers.

In 2016, our focus is "People, Purpose, Passion—The Pathway to Success." Our NSM will be packed with entertainment, training, and educational materials, highlighting the best of the best within the industry.

SCHEDULE OF EVENTS

Wednesday July 20th

- "Psychology of an Elite Salesperson." with Brian Parsley
- Five Tips for Sales & Marketing Success with Jeff Coon
- President Lincoln: Social Media Genius with Doug Billings
- Evolution of Dance with Judson Laipply

Wednesday Evening, July 20th

WI Backyard BBQ hosted by Empire President John Freismuth: **Gold and Platinum sponsors, sales reps and invitation only attendees.**

- Network with printers, peers, and colleagues in a relaxed atmosphere and enjoy great food, music, and games.
- Take the Redneck Express from Stoney Creek Inn to the BBQ
- Tempt your palate with delicious food from an Empire favorite the Blue Moon Restaurant
- Sample local wine and beer—Turtle Stack Brewery and Elmaro Winery
- Chill out and listen to the music of blues guitarist, Mike Munson

Thursday, July 21st

Printing with Purpose Vendor Fair

- Obtain direct access to printing professionals from all over the U.S.,
- Learn what's new in the industry and gain first-hand expert advice on materials and samples.
- Discover the value of an Empire tour, learn about all our capabilities

H&W Challenge

~ Joyce Mlsna Health Traditions

Water is life-giving, an essential ingredient in good health. There are numerous health benefits to drinking more water.

Over the month of May, Empire Health and Wellness Committee is sponsoring a Water You Drinking Challenge **May 2nd - May 27th**. Each participant will track how much water they consume and record it on their health tracker. The goal is to target Eight, 8 oz. glasses of water each day. Trackers are available from Theresa Antony and Kathy Vaughan

Completed trackers turned into Challenge Champion, Theresa Antony, by Tuesday, May 31st to be eligible for a drawing for a sling bag cooler, filled with what else—water! Winner will be drawn at the morning sunrise meeting June 1st.



What's Cooking?



Creamy Bacon Potato Salad

Ingredients

5 hard boiled eggs
2 tablespoons Dijon mustard, or to taste
3 stalks celery, minced
2 tablespoons chopped fresh parsley

4-6 slices cooked and crumbled bacon
1 cup mayonnaise
2 pounds small potatoes
salt and pepper to taste

Directions

Place the potatoes in a pot with enough water to cover, and cook for about 20 minutes, or until tender. Drain and cool.

Peel the eggs, and place 3 of them into a large bowl. Save the remaining 2 eggs to slice and use as a garnish. Mash the eggs in the bowl with a fork. Stir in the mustard, mayonnaise, celery, salt and pepper. Add 1/2 of the crumbled bacon to the mayonnaise mixture. Reserve the rest of the bacon to sprinkle on top with the sliced eggs and parsley.

Peel and cube the potatoes, and stir into the bowl until evenly coated. Slice the 2 remaining eggs, and place on top of the salad. Crumble the remaining bacon over the eggs, then sprinkle parsley over the top.

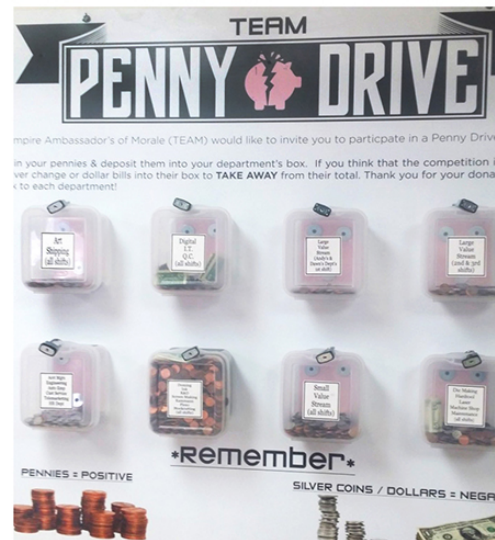
Empire Spotlight

T.E.A.M. Penny Drive ~ Amy Bettis

What better way is there to raise awareness and needed funds for T.E.A.M.'s efforts at Empire than through the spirit of friendly competition? Departments were divided into fairly equal teams, so one particular team could not have a distinct advantage over another.

Each team had 1 month to collect as many pennies as it could. The team with the most pennies wins. A little twist was thrown into the mix. You could 'take away' from another team's penny total by adding silver coins and dollars to their box. A lot of good-natured 'sabotaging' occurred in the course of the penny drive. In the end no team finished the challenge with a positive penny total.

The winning team was comprised of Art and Shipping departments. They were sabotaged the least and came out on top with the smallest 'negative' total, -\$4.84. However ALL Empire employees are winners. T.E.A.M. was able to raise \$519.62 to support their various employee initiatives through the coming year.



Employee Announcements

T.E.A.M. Bingo will be starting on **Monday, May 9, 2016**. Each employee will receive their card to play by Friday, May 6th



Great job Empire employees upon reaching the first safety milestone of 122 days No Lost Time Accidents



Start snapping those photos for the annual Empire employee calendar. This year's theme is **'In, On & Around Water'**

Photos should be submitted that have a strong emphasis of water as its focal point. Send photos to Amy Bettis

Submission Deadline: September 30, 2016

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 32 yrs.
- Diane Simonson 30 yrs.
- David Nordstrom 29 yrs.
- Troy Stockers 27 yrs.
- Randy Lemke 25 yrs.
- Kevin Mason 25 yrs.
- Jenny Ledman 24 yrs.
- Amy Bettis 24 yrs.
- James Brom Jr. 23 yrs.
- Cathy Buttell 22 yrs.
- Bill Feyen 19 yrs.
- Cathy McMahan 13 yrs.
- Laura Snodgrass 12 yrs.
- Mark Klinski 12 yrs.
- Keith Gaarder 12 yrs.
- Jonathan Meyer 12 yrs.
- Rhonda Peterson 10 yrs.
- Justin Boone 7 yrs.
- Rebecca Wurzel 7 yrs.
- Curtis Johnson 7 yrs.
- Richard McDowell 7 yrs.
- Teri Herold 7 yrs.
- Andrew Hagen 5 yrs.
- Rose Zeigler 4 yrs.
- Michael Wolfe 4 yrs.
- Suki Vue 3 yrs.
- Chyanna Klotz* 3 yrs.
- Cassidy Erickson 1 yr.
- Kyle Stoddard 1 yr.
- Mariah Harter 1 yr.

- Michelle Norman 1 yr.
- Kou Xiong 1 yr.

MAY

- Lori Taube 38 yrs.
- Lisa Massoth 27 yrs.
- Travis Brush 27 yrs.
- Sam Sokolik 24 yrs.
- Chad Heyroth 22 yrs.
- Tom Donaldson 20 yrs.
- Debra Gilbertson 20 yrs.
- Donald Olson 17 yrs.
- Katie Schaller 12 yrs.
- Ed Lee 11 yrs.
- Mike Stenberg 11 yrs.
- Greg Loomis 11 yrs.
- Autum Jacobs 9 yrs.
- Brian Hundt 7 yrs.
- Chase Penkalski 7 yrs.
- Rose Chamoun 7 yrs.
- Brian Subjek 4 yrs.
- Jacky Vue 4 yrs.
- Jeri Gross 4 yrs.
- Kiecila Fruetel 3 yrs.
- Kia Thao* 1 yr.
- Choa Vang 1 yr.
- Jordan Yang 1 yr.
- Kendra Garbers 1 yr.

JUNE

- Dawn Gorniak 33 yrs.
- Debbie Michel 32 yrs.

- Sophie Cornforth 29 yrs.
- Russell Kuehn 22 yrs.
- Rebecca Stark 21 yrs.
- Sheila Fox 18 yrs.
- Robert Fischer 15 yrs.
- Matt Vanderloop 13 yrs.
- Rachael Gilkes 11 yrs.
- Carina Olson 11 yrs.
- Sarah Erickson 10 yrs.
- Curt Blair 10 yrs.
- Jamin Bishofsky 8 yrs.
- George Yang 7 yrs.
- Rebecca Burg 5 yrs.
- Michael Herold 5 yrs.
- Codi Jacobs 5 yrs.
- Marilyn Heinz 3 yrs.
- Johanna Wanie 3 yrs.
- Scott Senstad 3 yrs.
- Teresa Johnson 3 yrs.
- Aaron Juriens 3 yrs.
- Kaylynn McDowell 1 yr.
- Leon Vue 1 yr.
- Katie Hubbard 1 yr.
- Brittany Henkel 1 yr.
- Darshon Lord 1 yr.
- Justin Peterson 1 yr.
- Tristan Huebner 1 yr.
- Traevonne Fruetel* 1 yr.
- Justin Gierok* 1 yr.
- Ryan Spencer 1 yr.

*Part-time employees

Welcome New Employees

- | | | | |
|---------------|-----------------|----------------|------------------|
| Don Weber | Sara Harding | Jake Hulburt* | Bobby Wemette |
| Shawn Mattson | Sara Howe | Dana Palubicki | Wendy Staff |
| Erica Oneal | Justin Gonzales | Shauna Staver | Evelyn Mihalovic |

- | | |
|--|-------------------------------------|
| Coordinators: Doug Billings | Maria Selezneva, Jeremy Saley |
| Editor: Amy Bettis | Erica Oneal, Rebecca Burg |
| Photographers: . Amy Bettis, Chris Schultz, | Chris Schultz, Theresa Antony |
| Rebecca Burg, Jen Schloesser | Kathy Vaughan, Autum Jacobs |
| Proofreaders: Erica Oneal | Amy Bettis, Joyce Mlsna |
| Contributors: Penny Segura | |
| Joann Anderson, Marilyn Heinz | |

DEADLINE FOR NEXT NEWSLETTER: July 5, 2016

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