



**BUILDING A LEGACY**

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NSM 2018

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**BUILDING A LEGACY** BY: JENNIFER SCHLOESSER

12-Color UV LED Screen Press expands capacity by 25%.

There are projects we do. Then, there are projects we do that make us great. Two years ago, we embarked on a journey to move our company towards future growth. We saw an opportunity to build a legacy using our own footprint and vision. Our talented team of individuals who planned, created, and executed this vision should be proud of their accomplishments. This was a group effort, from mechanics, electrical, software, and programming, to the diamond-plate design. Every piece of the puzzle came together to unveil the 12-Color UV LED Legacy Press in November, 2017.

The innovations this press offers are both technical and environmentally sustainable. The exclusive registration system and touch screen automation holds mechanical tolerance of .001" with color-to-color registration of .005"-.007". In today's standards, more

customers demand these tight tolerances, and we have the people and equipment to satisfy them. This press expands our capabilities by 25%, and manufactures raw materials into finished goods in one-piece flow for jobs with over six colors. This improves our productivity, efficiencies, quality, and delivery to our customers.

In 2011, we announced our ground-breaking UV LED ink curing technology with our roll-to-roll Kammann Eco Press. Today, with the implementation of the 12-color, 75% of our screen printing now uses UV LED technology, making us one of the most environmentally sustainable screen printers in the United States. These achievements came from the dedication of our employees and our pursuit to deliver an exceptional product. As a team, we put vision and thought into action. These industry innovations are producing positive changes for our employees, customers, and the environment.



**FIRE EXTINGUISHER TRAINING** BY: AMY BETTIS

Empire conducted its annual fire extinguisher training on October 19, 2017 for all three shifts. Training was conducted by our fire extinguishing vendor, A-1 Fire Protection in La Crosse. They did a great job providing hands-on training and education on proper fire extinguisher type and the P.A.S.S. technique. P.A.S.S. (**pull** the pin, **aim** at the base of the fire, **squeeze** the trigger, **sweep** side to side) is an acronym to help remember the proper way to use a fire extinguisher.

The most important lesson of all is when not to use an extinguisher. The devices are only meant for small fires in the very beginning stage. Anything bigger, and you should get out while you can and call 911.



**SAFETY COMMITTEE**

**SAFETY COORDINATOR**

Keith Cook.....R&D

**COMMITTEE MEMBERS**

Lee Veith.....Plant Manager  
 John Johnson.....Operations Coordinator  
 Autum Jacobs.....Human Resources  
 Sheri Noble.....Insurance Agent  
 Amy Bettis.....Human Resources/Marketing  
 Nancy Gilbertson.....Customer Service  
 Curtis Johnson.....IT  
 Tom Donaldson.....Digital Manager

## SAFETY MILESTONE BY: AMY BETTIS

Empire employees hurdled two additional safety milestones since our last newsletter. We reached another successful 100-day milestone, with 565 days on March 28, 2017 and repeated the feat on October 10, 2017 with 665 days. Each of those 100 day safety milestones was rewarded with lunch prepared by the safety committee and an employee cash raffle with 50 chances to win \$20.

Currently, we are at 700 days and counting with no lost-time accidents. In less than a month, we will be closing in on two full years without a lost-time accident. When we reach our next 100-day safety milestone with 765 days, the cash raffle will be boosted to 100 chances for \$20, plus another meal. *(If you have meal suggestions for the safety dinners please place them in the HR Red Box for the safety committee meal planning.)*

According to the Wisconsin Manufacturers and Commerce Safety Council, there are manufacturers in our state who reached safety milestones of no lost time accidents for 15+ years running. For example, Sentry Equipment Corp. in Oconomowoc had no lost-time accidents for 16 years. Universal Die & Stampings of Prairie du Sac recently achieved 1 million hours and 18 years without a lost-time incident! Compared to those stats, we have a long way to go. We now know records like that can be achieved. Our longest safety milestone record is 1,275 days, or 3.5 years. Let's keep that record moving forward one day at a time.

What can you do as an employee to enhance safety at Empire? There are several things you can do as an Empire employee to keep yourself and each other safe:

- Wear proper clothing and personal protective equipment (PPE) in your area.
- Hold each other accountable for proper safety procedures.
- Know how to access information within our Quality Management System (QMS).
- Keep areas clean and clear of potential trip hazards—do not block electrical panels.
- Maintain GHS-Hazcom labeling out on the shop floor.
- Know where fire extinguishers, fire alarms, and exits are located.





**WISCON AUDIT & SAFETY IMPROVEMENT** BY: AMY BETTIS

Danica Lee from Wiscon and the Department of Industrial Hygiene was invited to Empire to perform a preliminary safety and health audit in May 2017, with a follow-up audit in July 2017. Thank you to all employees who willingly wore monitors during their shifts to gather the necessary data. The audit revealed that Empire is below national averages for Total Recordable Case (TRC) and Days Away Restricted Transferred (DART) rates for our industry, according to the Bureaus of Labor Statistics.

	YEAR	TRC	DART
<b>Your Facility's Rate</b>	2016	1.40	0.70
<b>Industry Average for 323113</b>	2015	2.10	1.10
<b>State of WI Average for 323</b>	2015	3.20	2.00

A comparison of these rates indicates that the organization's work-related OSHA recordable injury or illness rate (TRC rate) is lower than the industry average. This means that the organization's employees are less likely to sustain recordable injuries or illnesses than employees at comparable work places. Additionally, this rate comparison also indicates the organization's DART rate is lower than the industry average. Because of this, the organization's employees experience fewer injuries and illnesses resulting in lost work days or work restrictions than employees at comparable work places.

The audit revealed that noise levels from equipment were above the permissible exposure limit for decibel levels in screen making. According to OSHA, a hearing conservation program must be implemented. Hearing protection was always required in screen making, but now educational training and annual medical testing components are a required part of Empire's hearing conservation program.

Another safety item addressed was the need for additional eyewash stations in key production areas. OSHA requires eyewash stations provide 15 minutes of continuous flushing. Five new eyewash stations were installed during the months of August, September, and October. These eyewash stations will compliment the two plumbed eyewash stations in LVS and near flexo and all the quart-size eyewash bottles stationed around production areas. These stand alone, single-use stations were installed in the following departments: digital, doming small value, machine shop, and shipping.

As our current safety record shows, Empire, our safety committee, and our employees value a safe and clean workplace. The scheduling of this audit demonstrates Empire is committed to its employees and wants to be an industry leader.



## MPOWER 2017 BY: JENNIFER SCHLOESSER

Empire's Green Team is finishing up another year with MPower. For those who are unfamiliar with the program, MPower is a one-year, fully customizable program for businesses and organizations in the 7 Rivers Region looking to reduce their environmental impact while saving costs and creating a healthier and more engaging workplace and community. This has been our third year participating in the program.

One of the key features we've learned through MPower is about the Triple Bottom Line. The Triple Bottom Line seeks to broaden the focus on the financial bottom line by businesses to include social and environmental responsibilities. In terms that are easier to remember, the Triple Bottom Line refers to the three P's: People, Planet, and Profit. These three items should be a factor when making important decisions within an organization.

The requirement of the program is to work on three projects that fit with the Triple Bottom Line concept. This year, we highlight the following three projects:

- 1) Completion and implementation of our 12-Color UV LED Legacy Press.  
*This was a project we outlined in our first year of MPower.*
- 2) HR Collaborative
- 3) Garbage Audit

These projects will be on display at the upcoming MPower showcase at Western Technical College on January 9, 2018. For more information on this event, see: <http://sustaininstitute.com/mpower/>

## HR COLLABORATIVE BY: AMY BETTIS

Amy Bettis presented "How to Attract & Retain Talent with Environmental Sustainability in the Workplace" for area HR professionals and business leaders at the Coulee Region HR Collaborative July 2017 meeting. This presentation showcased our efforts of sustainability and how we can leverage that in a tight labor market: 53% of workers want to be in a job where they can make an impact. Implementing sustainability practices teaches our existing workers valuable new skills they can bring back to their regular roles for the company. We also want our future hires, business partners, colleagues, and community to be conscious of the fact that following a sustainable path elevates our community as a great place to work, live, and play.



### GREEN COMMITTEE

Jennifer Schloesser.....	Creative Director
Amy Bettis.....	Human Resources/Marketing
Cathy Buttell.....	Project Manager
Keith Cook.....	R&D
Jeff Gierok.....	Electrical Technician





## GARBAGE AUDIT BY: CATHY BUTTELL

One of our Green Tier environmental goals at Empire is to reduce our landfill waste 50% by 2022 (per our 2012 baseline year), resulting in no more than 23.85% of all waste generated being sent to the landfill on an annual basis (we are currently at 37.61%).

One of our action items this past year was to perform a garbage audit. This would help identify potential issues with our current waste streams.

In September, a small group from the green committee went with Kyle Stoddard (maintenance) during his regular landfill waste collection to determine how we are performing. All in all, we are doing well, but the team identified areas for improvement. As you can see by the pictures, large amounts of paper and food waste (wrappers, etc.) were found in the landfill trash receptacles rather than getting recycled or burned for energy. Our biggest culprits were styrene (which is recyclable) and liner paper (which can be burned for energy).



paper products

Our audit findings included to following: (1) recyclable stickers were not always put on the job ticket, (2) bins did not have labels, (3) recycle or burn for energy waste was placed in landfill receptacles (Black bags = landfill and clear bags = burn for energy), and (4) inconvenient locations for general waste or lack of receptacles. Unfortunately in our society, we sometimes just throw away in the bin that's closest rather than taking the time to walk to the appropriate receptacle.



food wrappers

As John F. Kennedy once said, "One person can make a difference, and everyone should try." You may think throwing just one piece of paper in the landfill waste doesn't matter, but consider this:

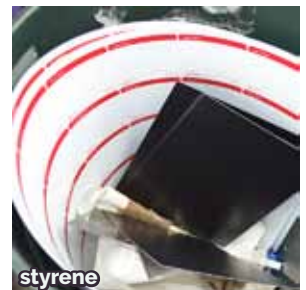
.....

**1 tree makes 16.7 reams of copy paper (8,350 sheets).**

***If everyone at Empire threw away 1 piece of paper every day for 5 days, that comes to 1,280 sheets per week, and 66,560 sheets of paper per year. That is equivalent of 8 trees! By putting paper in the recycling bins, it will reduce the amount of new trees needed for paper products.***

.....

To fix some of these issues, we've updated procedures for labeling recycled materials on the work ticket to help operators identify recycled materials. We will be creating "Landfill" labels that will be placed on all bins going to the landfill, hopefully making everyone think twice before dumping that piece of paper or sheet of styrene. We will also work with supervisors on making their areas more efficient for the various waste produced.



styrene

Until these are implemented, let's make an effort to do our part to make a difference: familiarize yourself with recyclable materials\* and know the proper waster procedure for all waste.‡

\* see [RecyclableMaterials\\_spec.pdf](#) and [Recycled Material\\_Procedure.pdf](#) located in QMS/Processes/Operations/All Operations  
‡ see [General Waste\\_Procedure.pdf](#) located in QMS/Processes/Operations/All Operations

# RECYCLABLE MATERIAL BY: CATHY BUTTELL

This is an overview of the current material types we are recycling.

## 1. POLYETHYLENE (YELLOW LABEL)

All clean polyethylene material without paper backing can be combined. Includes all "stretch wrap" material that comes in on material we order.

## 2. STYRENE (GREEN LABEL)

## 3. "FLEXIBLE" PVC VINYL (RED LABEL)

No adhesive (*call maintenance for Gaylord box*).

## 4. SHEET-FED VINYL & POLYESTER (RED LABEL)

Flexo and Kammann roll materials and waste are excluded.

## 5. COROPLAST (RED LABEL)

## 6. ALUMINUM (CANS & SCRAP MATERIAL) (ORANGE LABEL)

Throw cans in either of the lunchrooms and/or barn receptacles. Scrap material is in a 55-gallon drum located in the barn. (*call maintenance for Gaylord box • Accepted by Hilltopper & Runde Metal Recycling*)

## 7. ALL #1 RECYCLABLE PLASTICS

All #1 plastics can be combined. Includes soda and beverage bottles and many other clear plastic containers.

## 8. ALL #2 RECYCLABLE PLASTICS

All #2 plastics can be combined. Includes plastic roll tops, most plastic containers that are not clear.

## 9. PAPER

- OFFICE AND COPY PAPER: Shredded and non-shredded paper can be combined.
- GLOSSY PAPER: Includes newspapers, magazines, cardstock, Epson paper. *NOTE: Office/Copy paper and glossy paper must be kept separate. The sleeves the print paper comes in are **not** recyclable. Wax paper liners are **not** recyclable.*

## 10. WOOD PALLETS

Wood pallets need to be weighed prior to shipping out (located in shipping dept.).

## 11. POLYESTER (MESH ONLY)

Screen making scrap mesh must be clean.

## 12. CARDBOARD

Flatten all cardboard boxes and dispose of in cardboard compactor by receiving. *Accepted by Hilltopper & Runde Metal Recycling.*

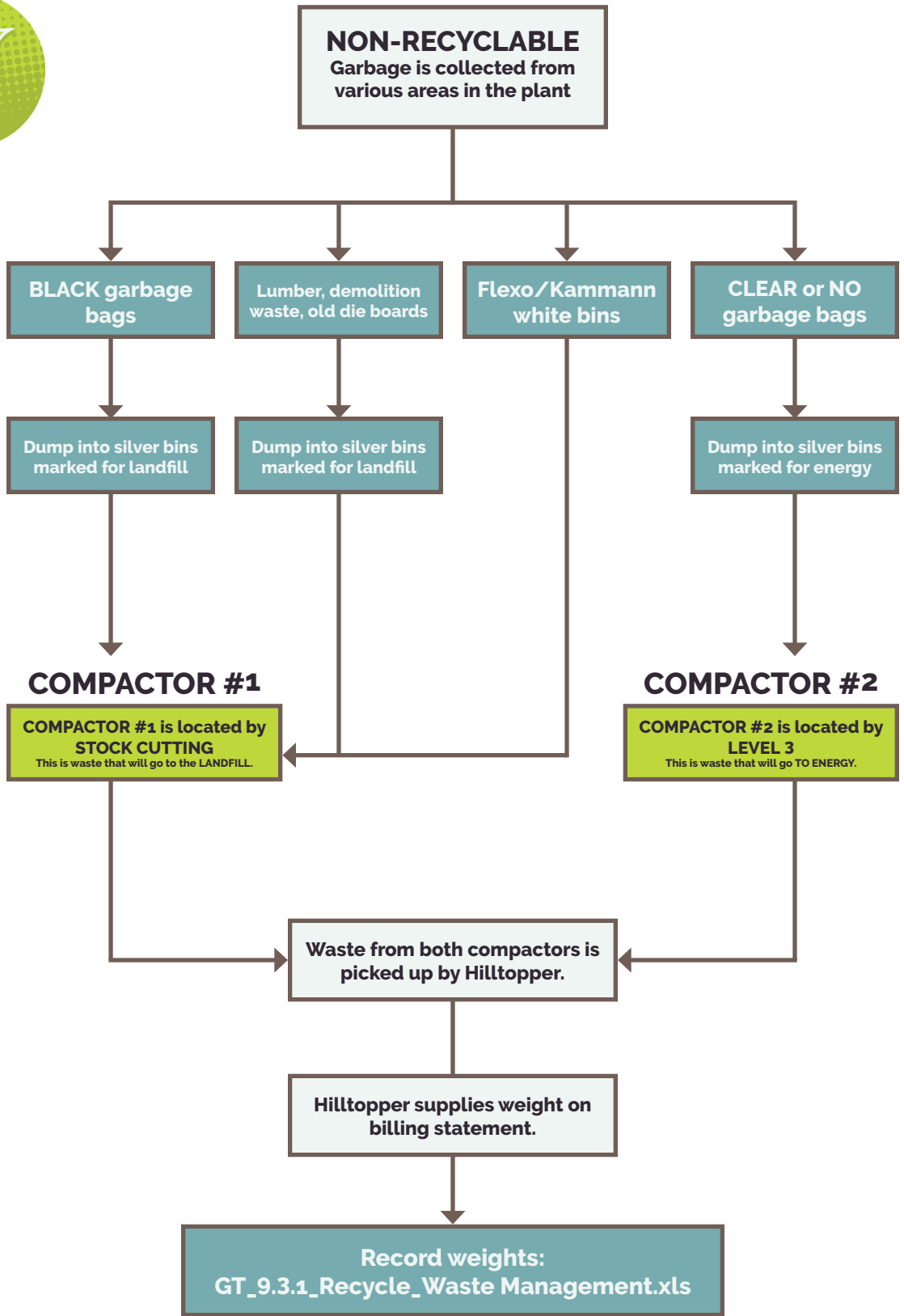
## 13. SCRAP IRON

Includes empty metal cans, located in barn. *Accepted by Hilltopper & Runde Metal Recycling.*





**GENERAL WASTE PROCEDURE** BY: CATHY BUTTELL





## NEW WEBSITE BY: REBECCA BURG

Remember dial-up? Yeah, that was a bad time. Thankfully, technology changes. Even if it seemed usable at the time, better things come. When better things come, why not use it? That's why Empire's website was due for a complete overhaul.

Aside from the fact our website's design was reaching six years old, there were a number of factors we needed to address with a new look:

- It wasn't mobile-friendly. At the time the old site was launched in 2011, the market didn't regard mobile devices as anything to worry about. Later on, as smart phones became more rampant, responsive web design was developed to adapt to any screen size. That meant new code.
- It was wordy. Statistically speaking, people avoid going through giant blocks of text online.
- It was hard to navigate. A lot of pages were buried deep within other pages and difficult to locate. Our new site is restructured to keep like-topics together and eliminate unneeded pages.

New features include a How It's Made section, a series of short videos explaining the basics of our manufacturing processes. We also have a blog for our news, along with social media sharing for each story. Sales reps will like "PDF Downloads" at the footer of the site, so they can access all our production information whenever and wherever they are. Otherwise, most of our old information is still there, but in a cleaner, more digestible format.

## SURVEY WINNER

Anyone who completed our website survey before October 31, 2017 had a chance to win a \$100 Visa gift card. The lucky winner was: **Josh of Real Fish USA.**

## OKTOBERFEST BANNERS BY: ELLEN KLUG PHOTOS: TROY STOCKERS

This year, Empire produced and donated location signs for La Crosse's Oktoberfest celebration. The signs were designed by Troy Stockers (art dept.). People used the location signs to pin-point where they traveled from to enjoy the festivities. The maps included the United States, Canada, Europe, Iowa, Minnesota, Wisconsin, and Illinois.





HALLOWEEN



1st shift



2nd shift



1st place (\$30)  
Karina Richards  
(1st shift LVS)



2nd place (\$20)  
Dustin Maule  
(2nd shift ART)



3rd place (\$15)  
Amy Bettis  
(1st shift HR)



WINNING DEPARTMENT

I.T.  
Q.A.  
ACCOUNTING  
HR  
RICK AUTERSON



**CMN HERO/HOLIDAY CARDS** BY: ELLEN KLUG

Empire has produced the holiday and hero cards for the Children’s Miracle Network since 1987. This year, the featured heroes are: Blake Oldham, Chloe Burkhalter, Justus Heise, Madelyn Payne, and Sophie Bisek. Each hero completed paintings for both the holiday and hero cards.

The cards are available for sale at <http://www.gundersenhealth.org/cmnhospitals/>. The Holiday cards are \$8 for a 20-card pack. The packs include envelopes and seals. Hero cards are for sale for \$1 each and include an envelope. 100% of the sales benefits Children’s Miracle Network Hospitals. Empire also has the cards available for individual sale at the receptionist desk. Each card is \$1 and comes with an envelope. All proceeds from Empire’s sales also benefit CMN Hospitals.



**EMPLOYEE CALENDARS** BY: ELLEN KLUG

It’s the time of year again where Empire is producing flat and flip calendars for the next year. The theme for the 2018 calendar photos was “Hobbies and Adventures.” Both calendars have been designed by Rebecca Burg (art dept.). Empire gifts the calendars to customers every year. The calendars are also available for sale to employees after January 1, 2018.





## SUGAR SMACKDOWN BY: AMY BETTIS

**Sugar Smackdown: Nutrition Challenge** courtesy of Health Traditions & Joyce MIsna

**QUICK FACTS:** The average American consumes three pounds of sugar per week, or 156 pounds every year! Much of it is hidden in processed foods, used as a flavor enhancer and/or a preservative. Added sugar, especially fructose, drives the risk of developing type 2 diabetes. Risk increases by 22% with each sugary drink serving when consumed daily.

**PROGRAM PURPOSE:** The goal of this challenge is for you to reduce or eliminate added sugar from your diet, which can help avoid obesity, prevent diabetes, protect your smile, and improve overall health. High sugar intake raises LDL cholesterol and triglycerides and risk for hypertension, gout, inflammation, fatty liver disease, periodontal disease, and rheumatoid arthritis. It even damages DNA. Sugar is added to about three-quarters of prepared foods.

This nutritional challenge drives awareness of the pervasive use of sugar and helps individuals make conscious, informed decisions to reduce or eliminate it from the diet. Note: naturally occurring sugars in fruits, vegetables, and other whole foods are great. These foods are recommended because they also include good nutrition.

**THE CHALLENGE:** Log 30 activities from the zlist of strategies, decision tools, and tips. Perform each activity up to five times during the challenge. At the end, each participant rates whether or not their sugar consumption has decreased.

Challenge begins **December 4, 2017** and ends **January 2, 2018**. Trackers will be available by TEAM boards in both lunchrooms. All trackers must be turned in by Friday, January 5, 2018 in the HR Red Box in order to be eligible for the incentive prize drawing of a flavor infuser water bottle. Any questions, please call Amy Bettis, x2371.

### HEALTH TRADITION **WELLNESS AT WORK**



## SUGAR SMACKDOWN

Nutrition Challenge:  
Life is already sweet...

## WISE WORDS ABOUT THANKSGIVING TIME TO BE THANKFUL

BY: MARIA SELEZNEVA

Traditionally, Thanksgiving Day and the following weekend are considered “the days of prayer,” thanking God and counting blessings.

Here’s a compilation of some of the best, most famous quotes related to Thanksgiving, from the world-famous writers and America’s most well-known citizens, as well as lesser-known residents who just have a way with words:

“Thanksgiving is one of my favorite days of the year because it reminds us to give thanks and to count our blessings. Suddenly, so many things become so little when we realize how blessed and lucky we are.”

- Joyce Giraud

“To give thanks in solitude is enough. Thanksgiving has wings and goes where it must go. Your prayer knows much more about it than you do.”

- Victor Hugo

“Gratitude is in the inward feeling of kindness received. Thankfulness is the natural impulse to express that feeling. Thanksgiving is the following of that impulse.”

- Henry Van Dyke

“The thankful receiver bears a plentiful harvest.”

- William Blake

“Thanksgiving is a time of togetherness and gratitude.”

- Nigel Hamilton

“Gratitude can transform common days into Thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings.”

- William Arthur Ward

“If the only prayer you said in your whole life was, “thank you,” that would suffice.”

- Meister Eckhart

“If you want to turn your life around, try thankfulness. It will change your life mightily.”

- Gerald Good

It’s in the human’s nature to always want more. One tries to be objective about his situation and he is grateful for the good he has. However, he usually can’t help but compare it to where he would like to be or where is somebody else. But, maybe, what really matters is where he came from? Maybe, especially on a Thanksgiving Day, one could think of the journey itself, the person he’s become, and all the hard work that got him where he is now, appreciate the improvements, and thank God, the Universe, and the people that helped along the way.





## USCGA BY: TROY STOCKERS

As a division 2 publication officer for the past five years, I never thought this would happen. Wow! Maybe it was the solar eclipse that week. Another big achievement with the USCGA. After winning the district award for “Best Division Newsletter” back-to-back years (2015, 2016) with Eighth Wester Rivers, some of my leaders urged me to submit my newsletter again with the national contest. I was up against 16 other Districts. This

includes 160 Divisions, including Alaska and Hawaii, as well as some other countries like Guam, America Samoa, Puerto Rico, and the US Virgin Islands. I won the 1st Place National Publication Award - Divison Newsletter. The award was accepted by our 8WR District Commodore at NACON (National Conference Meeting) in Orlando, Florida, August 24-27. I wasn’t present to receive this award because I was having fun patrolling the annual “Shootout Race” held in the Lake of Ozarks that same weekend. The boat with the top speed was 204 mph! I was also able to attend the Commander’s Academy in St. Louis over the weekend of December 1-3, and have been elected to be this year’s vice commander of La Crosse by a vote from my peers. It is a great honor to volunteer my time and services to my country and I have fun doing so. Please feel free to check out our websites if you are interested in learning more or interested in joining the USCGA. Semper paratus!



<http://wow.uscgaux.info/content.php?unit=085>

<http://wow.uscgaux.info/content.php?unit=085-02>

<http://wow.uscgaux.info/content.php?unit=085-02-05>

<http://drive.google.com/file/d/0BwwP1SdfZ6heTUFkT3A0M1hGLTQ/view>

## SCOTT WALKER BY: DOUG BILLINGS

Wisconsin’s governor, Scott Walker, stopped in to visit Empire on Monday, November 6. Empire was the kick-off location to the start of Governor Walker’s three-day re-election campaign tour. The governor was joined by his wife and sons along with the Lt. Governor, Rebecca Kleefisch. The governor spoke about the accomplishments his administration has made, including creating jobs, improving education funding, and reducing state taxes. Despite the advances, Walker focused on the need to continue the state’s forward momentum. It says a lot about the people and company that Governor Walker chose to kick off his tour here.





1st shift



2nd shift



3rd shift

## NEW EMPLOYEES

David Clemments  
Ethan Walker  
McKenzie Silver\*  
Richard Sweeney II  
Gabrielle Krueger  
Rebecca Bridges  
Sarah Haskins  
Nicholas Tomlinson  
Ty Haupt  
Brock Eckert  
Michael Valin  
Kong Vue

Rebecca Bosworth  
Joe Piper  
Jordan Harper  
Tyler Schmidt  
David Johnston\*  
Cody Roh\*  
Nicole Eddy  
Jonathan Rugg  
Robert Wegner  
Amy Otteson\*  
Francis Schmitz\*  
Jennifer Cortese

David Osley  
David Osley  
Jacob Heilmann  
Lucas McGreal  
Annaliese Muller  
Jill Johnson\*  
Matthew Miller  
Chris Johnson  
Ralphie Weigel\*  
Alicia Gilbertson\*  
Jade Turnipseed\*  
Ginger Anderson  
**\* Part-time employees**





## ANNIVERSARIES

### JULY

Steve Remen.....45 yrs.  
 Ralph Young.....26 yrs.  
 Laramie Schwier.....23 yrs.  
 Mary Arentz.....23 yrs.  
 Debra Gorniak.....23 yrs.  
 Joann Anderson.....20 yrs.  
 Curtis Wier.....18 yrs.  
 Teresa Koski.....18 yrs.  
 Robert Kranski.....13 yrs.  
 Derek Remen.....8 yrs.  
 Colleen McCann\*.....8 yrs.  
 Robert Wellnitz.....7 yrs.  
 Josh Leisgang.....5 yrs.  
 Moly Yang.....3 yrs.  
 Jarrod Olson.....2 yrs.  
 McKenzie Adank\*.....1 yr.  
 Morgan Pedretti\*.....1 yr.  
 Brock Gnadt.....1 yr.

Nicole Barry.....7 yrs.  
 Lance Reichgelt.....7 yrs.  
 Karina Richards.....5 yrs.  
 Ellen Klug.....5 yrs.  
 Ava Grimslid.....5 yrs.  
 Cheryl Osley.....5 yrs.  
 Mike Wolfe.....4 yrs.  
 Troy Siverhus.....3 yrs.  
 Naomi Osely.....3 yrs.  
 Mary Goering.....3 yrs.  
 Jeremy Saley.....3 yrs.  
 Desire Jenkins\*.....1 yr.  
 Jory Thorson.....1 yr.  
 Jesi Acord.....1 yr.  
 Hannah Bennett.....1 yr.  
 Michael Hamilton.....1 yr.

### SEPTEMBER

James Brush.....57 yrs.  
 Steve Stenberg.....39 yrs.  
 Randy Smith.....26 yrs.  
 Nancy Gilbertson.....20 yrs.  
 Mike Rowlands.....13 yrs.  
 Kim Page.....10 yrs.  
 Fawn Marsh.....9 yrs.  
 Jared Papenfuss.....5 yrs.  
 Penny Segura.....3 yrs.  
 Anthony Van Scoik.....3 yrs.  
 Paula Anderson.....2 yrs.  
 Wes Bryant.....1 yr.

### OCTOBER

Lisa Slonka.....32 yrs.

Eileen Utsby.....23 yrs.  
 Cathy Buttell.....22 yrs.  
 Laurie Arentz.....12 yrs.  
 Charles Hills.....11 yrs.  
 Benjamin Bakken.....7 yrs.  
 Janet Meyer.....7 yrs.  
 Dawn Kehr.....3 yrs.  
 Dylan Ebersold.....3 yrs.  
 Traci Low.....3 yrs.  
 Troy Hanson.....2 yrs.  
 Chrstine Riedel.....2 yrs.

### NOVEMBER

Jim Weber.....32 yrs.  
 Keith Cook.....26 yrs.  
 Roman Kamrowski.....23 yrs.  
 Dawn McGrath.....23 yrs.  
 Marcia McFarlane.....20 yrs.  
 Candy Amann.....17 yrs.  
 Morgan McDonah.....15 yrs.  
 Theresa Antony.....13 yrs.  
 Jonathan Schuber.....11 yrs.  
 Kevin Gerstenberger.....11 yrs.  
 Chris Kendhammer.....10 yrs.  
 Rick Auterson.....9 yrs.  
 Bonnie Anderson.....8 yrs.  
 Dustin Maule.....5 yrs.  
 Maria Selezneva.....3 yrs.  
 Jason Koopman.....3 yrs.  
 Jacob Kane.....2 yrs.  
 Todd Lejeune.....2 yrs.  
 Donny Vue.....2 yrs.  
 Dylan Vaughn.....2 yrs.

Alex Remen.....2 yrs.  
 Dalton Johnson\*.....2 yrs.  
 Elizabeth Hundt.....1 yr.

### DECEMBER

Kim Radke.....32 yrs.  
 Kathy Vaughan.....29 yrs.  
 Dave Collins.....23 yrs.  
 Steve Johnson.....22 yrs.  
 Rita Howe.....21 yrs.  
 Robert Karaffa.....18 yrs.  
 Steve Vinson.....18 yrs.  
 Eric Coleman.....13 yrs.  
 Kathy Inglett.....12 yrs.  
 John Yehle.....12 yrs.  
 Jackson Huus.....5 yrs.  
 Corey Stilwell.....4 yrs.  
 Zachary Johnson.....2 yrs.

### Do you have comments or suggestions?

We want to know what you think. If you have a suggestion for any Empire event, please leave any comments in the Suggestion Box (located in the old lunchroom), or the Red HR Box.

### UPCOMING EVENTS

#### NATIONAL SALES MEETING 2018

Wednesday, July 18 -  
 Thursday, July 19

Deadline for the next newsletter: 03/05/2018



**Coordinator:** Jennifer Schloesser | **Editor:** Rebecca Burg | **Layout Design:** Ellen Klug  
**Contributors:** Rebecca Burg, Amy Bettis, Jennifer Schloesser, Cathy Buttell, Troy Stockers, Maria Selezneva, Ellen Klug, Doug Billings