



EMS AUDITING FOR SUCCESS

SAFETY AWARENESS

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EMS AUDITING FOR SUCCESS BY: JENNIFER SCHLOESSER

On May 16th, we had our second external audit of our Environmental Management System (EMS) since being accepted as a Green Tier company in 2013. One of the requirements of being a Green Tier company is to have an external auditor audit the company's EMS every three years. We hired Douglas B. Johnson from Environmental Intelligence Inc. to perform this audit.

This one-day audit started out with a management group interview. We were asked questions regarding the context of our operation: Who are the interested parties? What are the relevant needs and expectations of Empire Screen Printing's environmental performance? What is our strategic intent? How is the company incorporating environmental objectives into the company culture? What have we accomplished since the previous visit? What does our plan look like three years from now? We also talked about risk and opportunities as a pathway to success, what that means as managers, how we perform our leadership role, and how we engage our employees to continually make improvements to themselves, the process, and the business. We get input from our employees on how to continually make improvements to the business as a whole.

After the management meeting, John Friesmuth took Douglas on a tour of our facilities, showing him the latest in UV LED technology with the 12-color Legacy press and our future roll-to-roll screen printing technology.

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PARTNERS IN SAFETY BY: AMY BETTIS

We have 1,265 days with no lost-time accidents. Empire employees are closing in on our best record of 1,275 days, and the expectation is to continue to exceed that record. The longer we extend the safety record, the harder it will be to maintain. When employees begin taking things for granted and become complacent, accidents happen. We must do our best to avoid an incident. Empire is partnering with M3 Insurance to make sure we stay at the top of our safety game. We want to be proactive, not reactive.

On April 16, Chris Halverson, Risk Management Sales Director from M3 Insurance, was invited to tour Empire Screen Printing by Steve Limpert, Director of Finance. Chris spent the day learning about our current safety training, written programs, and facilities with key Empire personnel. Chris commented about his day at Empire: "It was evident you have a positive culture at Empire, and everyone I encountered was very friendly with a positive attitude."

Numerous insights were provided as well as recommendations related to OSHA safety guidelines, training, and risk management at Empire. Together, we will build a partnership with Chris and his team to provide safety resources. Training for supervisors and employees will pro-actively identify hazards and effectively manage and/or eliminate risk at Empire. We look forward to working and learning with the M3 Insurance team.

Chris works in the field supporting M3's risk management efforts, driving new business and supporting client risk mitigation programs. He works closely with clients to provide safety and risk management services, and also develops educational materials and services for internal and external use.



SAFETY COMMITTEE

SAFETY COORDINATOR

Keith Cook.....R&D

COMMITTEE MEMBERS

Lee Veith.....Plant Manager
 John Johnson.....Operations Coordinator
 Autum Jacobs.....Human Resources
 Kathy Vaughan.....Human Resources
 Lisa Prestwich.....Human Resources
 Amy Bettis.....Human Resources / Marketing
 Nancy Gilbertson.....Customer Service
 Curtis Johnson.....I.T.
 Tom Donaldson.....Digital Manager



EMS AUDITING FOR SUCCESS (CONTINUED)

Along with our screen capabilities, we also showed him our newest addition to our printing options, the Graphium, and our digital department capabilities. During the tour, Douglas evaluated environmental hazards (risks), safety, proper labeling, and how procedures are being followed. He gave feedback on where opportunities for improvement could be made.

Following the tour, Douglas, Cathy Buttell, and I sat down and went over our EMS manual. The manual is the functional equivalency to the ISO 14001:2004 standard. The review went through each of the 12 requirements, from document/ records control, objectives, training and awareness, to environmental aspects and impacts. We also discussed updating to the ISO 14001:2015 standard, which deals more with risk and opportunities.

In conclusion of the audit, we were found to have zero nonconformities. On May 20, we received a letter of conformance, which approves our EMS for another three years. The full audit report can be reviewed in our QMS, policies, along with the EMS Letter of Conformance.

Having an external audit validates Empire's actions, but it also brings insight, excitement, and a new vision for how we can improve. This experience confirms that what we are doing as a company: implementing sustainable printing methods and sharing those methods with our industry. Everyone plays a role, and as a team, we can continue to improve. Our EMS is a big part of who we are as an organization. It is important to continue to find ways to produce a quality product with little impact to the environment. We should all be proud of our efforts to have a healthier planet for our future generations. In the words of Douglas Johnson, "The tour and interviews were extraordinary, impressive, and exemplary. Bravo!"



GREEN COMMITTEE

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

MARCH MADNESS BY: ELLEN KLUG

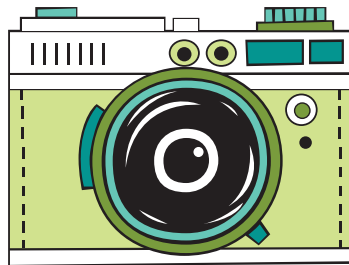
2019 is the fourth year of the Empire March Madness bracket challenge. 18 employees participated in this year's event. The winners each received a traveling trophy and bragging rights for the year!

Congratulations to our 2019 winners: Shane Hulburt (1st place, doming), Nancy Gilbertson (2nd place, customer service), and Matt Vanderloop (3rd place, art department).

**PHOTO CONTEST / CALENDAR THEME** BY: ELLEN KLUG

Empire is holding a 2019 photo contest for our 2020 Empire calendar. The theme for our next calendar is: **Hometown Photos**. We will be accepting photos from employees until Friday, September 13. There is a limit of 5 photos per person.

Please submit photos or questions to:
Ellen (ellenk@empirescreen.com)
Jennifer (jschloesser@empirescreen.com)



People in photos is fine. However, please do not submit photos of people posing.

RAFFLE WINNERS BY: JOANN ANDERSON & ELLEN KLUG

\$630 was raised to benefit Randy Smith (die-making) and Deanna Murphy (packing) as they each battle their own cancers. The money was raised through meat raffles for Empire employees from the Holmen Meat Locker.

The winners of the raffles are:

- Chrissy Riedel
- Laramie Schwier
- Burt Kendrick
- Shelia Fox
- Brian Subjek
- Petra Vogel
- Brock Eckert
- Jim Weber
- Diane Simonson
- Karina Richards
- Sandy Loken
- Becky Stark

Last but not least, we are happy to announce that both Randy and Deanna are back at work. Welcome back. We are happy to see you both!

HOW DO WE DEFINE WHO EMPIRE IS BY: ALEXIS MARSH

In our vision statement, we ask every employee to do two things:

1. Listen to our customers, both internal and external, and make improvements based on these inputs.
2. Be empowered to make improvements to the service, process, product and themselves.

This concept may seem basic, but it requires the dedication of every employee to live this vision and understand how critical their role is to the overall success of the company.

At this time, the current feedback from our customers, both internal and external, centers around short comings in several areas, including quote turnaround, order acknowledgement, lead time, and quality. Each of these items has a dramatic impact on the company's revenue. By providing a more responsive communication system to our customers, Empire is able to establish our position as a premier vendor in the print community. This leads to a competitive edge in the market. The key to success is an understanding of where your brand is built and the implications to revenue.

Often in business, it is the belief that the people entirely responsible for revenue within a company are in marketing, sales, and customer service. However, this is an error in thinking, as these groups are only as good as the processing of product allow them to be. While the front-end employees are masters of their craft in painting the picture of who Empire can and should be, through providing product availability marketing, capability information, and solutions for customer needs, there is an additional magic happening in the physical build of our products.

What truly defines who Empire is rests on our ability to send out a high-quality product at the lowest cost possible in the shortest lead time. Our production employees have complete control over Empire's brand, from the expectation that they are the last line of defense to ensure what is presented to our external customers accurately depicts who Empire is. By operating to standard practices, which ensure quality finished goods, maintaining the schedule as it has been relayed to the customer, and continuously looking for efficiency improvements in the process, our production staff gives our sales people a value proposition. This is easily marketed to increase revenue. Put in prospective, every employee in production has a direct impact on our ability to sell our product and keep all of our 300 employees working.

RETIREMENT: CURT BLAIR BY: ELLEN KLUG

Curt Blair, shipping department, retired from Empire on Friday, March 29, after 12 years of faithful (and faith-filled) service. God bless you in retirement, Curt. We will miss you!



BENEFIT FOR EVELYN MIHALOVIC BY: NANCY GILBERTSON

On Saturday, March 2, a cancer benefit was held for Evelyn Mihalovic at the American Legion in Holmen, Wisconsin. A committee of co-workers spent several months collecting donations.

Many homemade items were donated: a quilt made by Kathy Inglett and won by Angie Burnett, a handmade afghan from Patricia Hanson (sister of Brenda Hanson) and won by Steve Nelson, and cornhole boards made by Josh Jungen and won by Vanessa Fox. Evelyn's dear friend, Tim, also made many nice wood items that were donated. Food was donated by Bakalars and Big Boar.

The day started off slow, but picked up when tip boards, baked goods, and food started flowing. The benefit raised over \$5,600, and all proceeds will go to helping Evelyn.

Thank you to all Empire employees for the baked goods and gift baskets that were donated for the raffles. Special thanks to Empire for printing the posters, and thank you to all the committee members for your many hours of hard work. It is greatly appreciated.



Committee members:
 Nancy Gilbertson, Vanessa Fox, Rhonda Peterson, Joann Anderson, Ginger Anderson, Rebecca Bosworth, Brena Hanson, Petra Vogel, Kathy Inglett, Amy Bettis, Sandy Loken, Audra and Dave Moline, Katoya Rosentrater and Paul O'Connell.

EARTH WEEK CLEAN-UP BY: CATHY BUTTELL & ELLEN KLUG

In honor of Earth Day, on Tuesday, April 23, 12 employee volunteers spent one hour cleaning up the area around our facility. Within this hour, we were able to clean up 134 pounds of garbage!

Thanks to the volunteers for your work. Let's all work together to keep our one and only earth clean in 2019!



FOOD TRUCK SCHEDULE BY: ELLEN KLUG

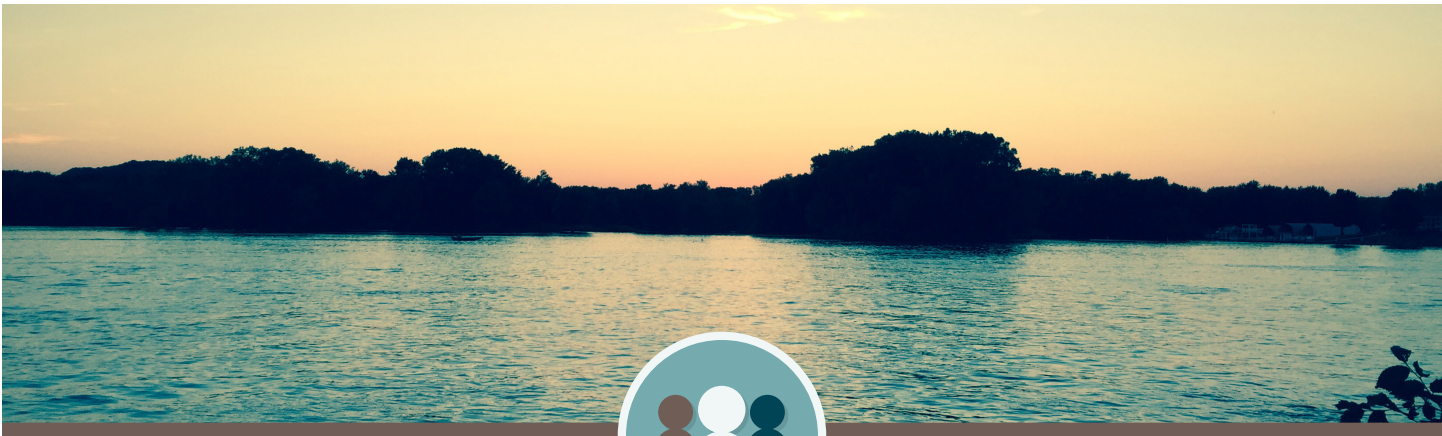
Various food trucks are scheduled to make stops at Empire throughout the spring and summer. These schedules have been posted around the building. Menus will be posted before each truck arrives.

We already got to enjoy Big Boar on May 7 and Cloudy's on May 21.



Check out the upcoming schedule!

Wednesday, June 5.....	Wood Shed Pizza
Wednesday, June 19.....	Fat Pat's BBQ
Wednesday, July 17.....	Wood Shed Pizza
Thursday, August 1.....	Taco Town
Thursday, August 15.....	Apothik
Tuesday, August 27.....	Cloudy's
Thursday, September 12.....	Apothik
Tuesday, September 24.....	Big Boar BBQ



ANNIVERSARIES

MARCH

Jim Schweinfus.....48 years
 Jeff Gierok.....26 years
 Sherri Vinson.....26 years
 Jessica Kamrowski.....23 years
 Petra Vogel.....22 years
 Andy Kiedrowski.....13 years
 Alexis Marsh.....5 years
 Walter Staff.....4 years
 Chad Hoesley.....4 years
 Jacob Hulburt.....3 years
 Song Vue.....1 year
 Jeremy Bocanegra.....1 year

APRIL

Glen Schossow.....34 years
 Diane Simonson.....32 years
 Troy Stockers.....29 years
 Randy Lemke.....27 years
 Kevin Mason.....27 years
 Jenny Ledman.....26 years
 Jim Brom.....25 years
 Cathy McMahon.....15 years
 Amy Bettis.....14 years
 Mark Klinski.....14 years
 Keith Gaarder.....14 years
 Rhonda Peterson.....12 years
 Curt Johnson.....9 years
 Rebecca Wurzel.....9 years
 Anthony McDowell.....9 years
 Teri Herold.....9 years
 Mike Wolfe.....6 years

Suki Vue.....5 years
 Chyanne Klotz.....5 years
 Kyle Stoddard.....4 years
 James Owsley.....2 years
 Nicholas Antony.....1 year

MAY

Lori Taube.....40 years
 Lisa Massoth.....29 years
 Sam Sokolik.....26 years
 Debbie Gilbertson.....22 years
 Don Olson.....19 years
 Katie Schaller.....14 years
 Ed Lee.....13 years
 Autum Jacobs.....11 years
 Brian Hundt.....9 years
 Chase Penkalski.....9 years
 Rose Chamoun.....9 years
 Jacky Vue.....6 years
 Kiecila Fruetel.....5 years
 Cory Krajewski.....3 years
 Isaiah Wakeen.....3 years
 Diana Kurtz.....1 year
 Amie Miller.....1 year
 Megan Dickerson-Caacbay.....1 year

NEW EMPLOYEES

Alexander Taylor
 Crystal Monn
 Dominic Yang
 Elissa Mullen
 Coral Owen-Routledge
 Courtlandt Canad
 Donovan Faas
 Gregory Peterson
 Jory Stall
 Patty Wells
 Paula Price

UPCOMING EVENTS

COMPANY PICNIC

Saturday, August 24
 Town of Holland

CHRISTMAS PARTY

Saturday, December 7
 La Crosse Center Banquet Hall



Deadline for the next newsletter: 08/23/2019

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