



# ABOVE & BEYOND | SUMMER/FALL 2020



UPDATED LASER AREA



## 60<sup>th</sup> ANNIVERSARY

### REINVENTING THE DIE DEPARTMENT

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- GHS Refresher

#### SUSTAINABILITY

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#### EMPIRE NEWS

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- Screenmaking Updates

#### PrUA: Its Impact on the Industry

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- Birth Announcements

In October of 1960, a young Jim Brush ventured out on his own and started a screen printing business. He called his company "Empire" because he was set on building one. In the early years, Jim relied on himself to do sales and production. His perseverance, self-reliance, strong will, and determination led him down a path of success. Jim grew the business to have over 350 employees in the early 2000s, and it expanded into flexographic printing, doming, and digital capabilities.

Over the last 10 years, and after the recession, Jim put his trust in John Freismuth as President to run the day-to-day operations. John studied lean manufacturing and brought a new way of thinking to Empire.

Today, our management team is driving our business through innovations in sustainable technology and lean manufacturing principles to improve the product, services, processes, and team members. We're continuing to expand our screenprint capabilities with roll-to-roll outdoor-durable products, as well as our digital offerings. We're focused on listening to our external and internal customers and look to continuously improve based on their feedback.

We are excited to celebrate these 60 years and look forward to the future.

## REINVENTING THE DIE DEPARTMENT BY: FAWN MARSH

Space can be limited when finding a location for two new Boss laser units. The ideal location would be next to the existing Coherent laser unit, but the room is too small. After much discussion of where to put these two units, the conclusion was to combine the laser and die-making departments into one. Our die-making area also has a large laser unit for cutting die boards, so die-making became a logical location.

*(continued on page 11)*



## GHS REFRESHER BY: AMY BETTIS

When was the last time you looked at a SDS sheet (Fig. 1) for the chemicals we use every day? Do you understand what each of the pictograms mean on ink buckets and various chemicals we use? How do you communicate this critical information to new hires, current, and transferred employees? As a long term employee, what may you be taking for granted? As a new or transferred employee, do you know what questions to ask?

GHS Labeling and Safety Data Sheets (SDS) are an essential requirement to OSHA's Hazard Communication Standard. They are one of the most important documents a facility has as the first line of safety. Both address the properties of each chemical that workers use, transport, and handle on-site, including ones that are utilized only occasionally.

GHS compliant SDS are generated by the chemical manufacturer or distributor. SDS have a standardized, 16-section format that relays crucial information about a hazard classification (Section 2), actions to take during accidental spills or releases (Section 6), personal protective measures (Section 8), precautions for handling/storage (Section 7), transporting the product safely (Section 14), and more. Chemical safety in the workplace relies on communication and consistency. Chemicals have a wide range of toxicity; workers need to understand whether the products they're handling may cause harm and what to do if an emergency occurs.

*(Continued on page 4)*

SAFETY DATA SHEET	
Barzol A-4827	
<b>Section 1. Identification</b>	
GHS product identifier	: Barzol A-4827
Other means of identification	: Not available.
Product type	: Liquid.
Supplier's details	: Barton Solvents, Inc. 192055 Kinsleyway PO Box 221 Des Moines, IA 50306-0221 (515) 285-7988 : CHEMTREC (800) 424-9300 [AVAILABLE 24 HOURS A DAY]
Emergency telephone number	
<b>Section 2. Hazards identification</b>	
OSHA/NIOSH status	: This material is considered hazardous by the OSHA Hazard Communication Standard (29 CFR 1910.1203).
Classification of the substance or mixture	: FLAMMABLE LIQUIDS - Category 3 SKIN CORROSION/IRRITATION - Category 2 SERIOUS EYE DAMAGE/EYE IRRITATION - Category 2A SKIN SENSITIZATION - Category 1 TOXIC TO REPRODUCTION (Female) - Category 1B TOXIC TO REPRODUCTION (Male) - Category 1B SPECIFIC TARGET ORGAN TOXICITY (SINGLE EXPOSURE) (Respiratory tract irritation) - Category 3 ASPIRATION HAZARD - Category 1 Percentage of the mixture consisting of ingredient(s) of unknown toxicity: 24.6%
<b>GHS label elements</b>	
Hazard pictograms	:
Signal word	: Danger
Hazard statements	: Flammable liquid and vapor. Causes serious eye irritation. Causes skin irritation. May cause an allergic skin reaction. May damage fertility or the unborn child. May be fatal if swallowed and enters airways. May cause respiratory irritation.
<b>Precautionary statements</b>	
General	: Read label before use. Keep out of reach of children. If medical advice is needed, have product container or label at hand.
Prevention	: Obtain special instructions before use. Do not handle until all safety precautions have been read and understood. Use personal protective equipment as required. Wear protective gloves. Wear eye or face protection. Keep away from heat, sparks, open flames and hot surfaces. No smoking. Use explosion-proof electrical, ventilating, lighting and all material-handling equipment. Use only non-sparking tools. Take precautionary measures against static discharge. Keep container tightly closed. Use only outdoors or in a well-ventilated area. Avoid breathing vapor. Wash hands thoroughly after handling. Contaminated work clothing should not be allowed out of the workplace.
Response	: If exposed or concerned: Get medical attention. IF INHALED: Remove victim to fresh air and keep at rest in a position comfortable for breathing. Call a POISON CENTER or physician if you feel unwell. IF SWALLOWED: Immediately call a POISON CENTER or physician. Do NOT induce vomiting. IF ON SKIN (or hair): Take off immediately all contaminated clothing. Rinse skin with water or shower. IF ON SKIN: Wash with plenty of soap and water. Take off contaminated clothing. If skin irritation or rash occurs: Get medical attention. IF IN EYES: Rinse cautiously with water for several minutes. Remove contact lenses, if present and easy to do. Continue rinsing. If eye irritation persists: Get medical attention.

**Fig. 1**



## SAFETY COMMITTEE

### SAFETY COORDINATOR

Keith Cook.....R&D

### COMMITTEE MEMBERS

Kathy Vaughan.....Human Resources  
 Amy Bettis.....Small Value Stream Supervisor  
 Nancy Gilbertson.....Customer Service  
 Curtis Johnson.....I.T.  
 Tom Donaldson.....Digital Manager  
 Theresa Antony.....Small Value Stream Operator  
 Shane Hulburt.....Doming Supervisor  
 Bob Fischer.....Small Value Stream Operator

# GREEN MASTERS PRESS RELEASE

Empire Screen Printing Attains Green Professional Status



Onalaska, Wis. August 27, 2020 – The Wisconsin Sustainable Business Council has named Empire Screen Printing as a Green Professional within its Green Masters Program. Recognizing sustainable actions by businesses from across the state of Wisconsin, the Green Masters program works to identify businesses that have taken at least one action within each of the nine pillars of sustainability. Participants in the program receive recognition for their sustainability accomplishments and develop ideas for future sustainability actions.



SUSTAINABILITY NEWS

Empire recently purchased a new Dane wash unit in their screen making department. This unit reclaims up to 10 large screens at a time. It features a closed recirculating system, keeping water and chemicals contained. Two-thirds of the water used is recycled and used again throughout the process. With this improvement, Empire is expecting to see a 25-50% reduction in cost and water usage.

“When we add equipment, we ask our team these questions: Is it safe for our people? Does it fit our environmental policy? Will it improve productivity? If we can keep these objectives in mind, we can continue to build a sustainable workplace for our employees and deliver a product that we can be proud of.”

John Freismuth, President, Empire Screen Printing

The Green Masters Program is an objective, points-based recognition, assessment, and certification program that enables Wisconsin businesses of all sizes and from any sector to join a group of like-minded companies working towards sustainability. The program has established three levels of participation: Green Apprentice, Green Professional, and Green Master. Empire Screen Printing joined the program as a Green Professional in 2016. Each year at the Wisconsin Sustainable Business Council Conference, the current top 20 percent of companies that applied during the calendar year are identified and recognized as the Green Masters level companies.

“We are changing what is possible in our industry by manufacturing with sustainable methods. Green Master’s recognizes that and helps tell our story.”

John Freismuth, President, Empire Screen Printing

*(Continued on page 4)*



## GREEN COMMITTEE

- Jennifer Schloesser.....Creative Director
- Amy Bettis.....Small Value Stream Supervisor
- Cathy Buttell.....Project Manager
- Keith Cook.....R&D
- Jeff Gierok.....Electrical Technician



## GREEN MASTERS PRESS RELEASE CONTINUED

“The Green Masters Program is a tool for businesses to assess and grow their sustainability programs, to benchmark against their industry, and to receive a third party certification recognizing their achievements in sustainability,” says WSBC’s managing director, Jessy Servi Ortiz.

**About Empire Screen Printing:** Empire is a family-owned, award-winning business that prides itself on using environmentally-friendly print methods. They’re a full-service company in OEM and POP markets, producing overlays, vinyl decals, crystal-line domes, nameplates, magnets, and roll labels, using UV LED and UV screening, digital, and flexographic printing.

The Wisconsin Sustainable Business Council’s (WSBC) mission is to advance sustainable principles and practices forward through the power of business. We support businesses and sustainability professionals through an array of programming, education, resources, and tools and are a catalyst for businesses looking to integrate sustainability into the fabric of their organization and be a force for good. We are a network of businesses integrating sustainability into business operations at a time when the business case for sustainability (defined in terms of people, planet, and profit) has never been stronger.

For more information about Empire Screen Printing, check out: [www.empirescreen.com](http://www.empirescreen.com)  
Find us on the web at [www.wisconsinsustainability.com/greenmasters](http://www.wisconsinsustainability.com/greenmasters)

## GHS REFRESHER CONTINUED

**Section 1—Identification:** Product identifier, manufacturer or distributor name, address, phone number, emergency phone number, recommended use, and restrictions on use.

**Section 2—Hazard(s) identification:** All hazards regarding the chemical and required label elements.

**Section 3—Composition/Information on ingredients:** Information on chemical ingredients.

**Section 4—First-aid measures:** Required first aid treatment for exposure to a chemical and the symptoms (immediate or delayed) of exposure.

**Section 5—Fire-fighting measures:** The techniques and equipment recommended for extinguishing a fire involving the chemical and hazards that may be created during combustion.

**Section 6—Accidental release measures:** Steps to take in the event of a spill or release involving the chemical. Includes: emergency procedures, protective equipment, and proper methods of containment and cleanup.

**Section 7—Handling and storage:** Precautions for safe handling and storage, including incompatibilities.

**Section 8—Exposure controls/Personal protection:** OSHA’s permissible exposure limits (PELs), threshold limit values (TLVs), appropriate engineering controls, and personal protective equipment (PPE).

**Section 9—Physical and chemical properties:** The chemical's characteristics.

**Section 10—Stability and reactivity:** Chemical stability and possible hazardous reactions.

**Section 11—Toxicological information:** Routes of exposure (inhalation, ingestion, or absorption contact), symptoms, acute and chronic effects, and numerical measures of toxicity.

**Section 12—Ecological information:** How the chemical might affect the environment and the duration of the effect.

**Section 13—Safe Disposal:** Describes safe handling of wastes and methods of disposal, including the disposal of any contaminated packaging.

**Section 14—Safe Transportation:** Includes packaging, marking, and labeling requirements for hazardous chemical shipments.

**Section 15—Regulatory information:** Indicates regulations that apply to chemicals.

**Section 16—Other information:** Includes date of preparation or last revision.

Information on safety label is pulled from SDS. Proper labeling displays personal protective equipment (Section 8) to use as well as GHS pictograms on SDS (Section 2) for the product at hand during use. There are nine (9) basic pictograms. The label must have the minimum information to adequately communicate the hazard. Always refer to the SDS for in-depth information such as first aid measures (Section 4) or safe storage (Section 7) when applicable.

Empire has a responsibility to inform workers, keep SDSs in an accessible location, and implement a safety program that includes handling and storing toxic substances. Hard copies of every SDS for each chemical used at Empire are kept in binders in the ink department. Electronic PDF copies are also kept on the QMS in the first level of the resources folder.

If you have specific questions regarding GHS, please contact the safety committee, value stream manager, or supervisor for clarification.

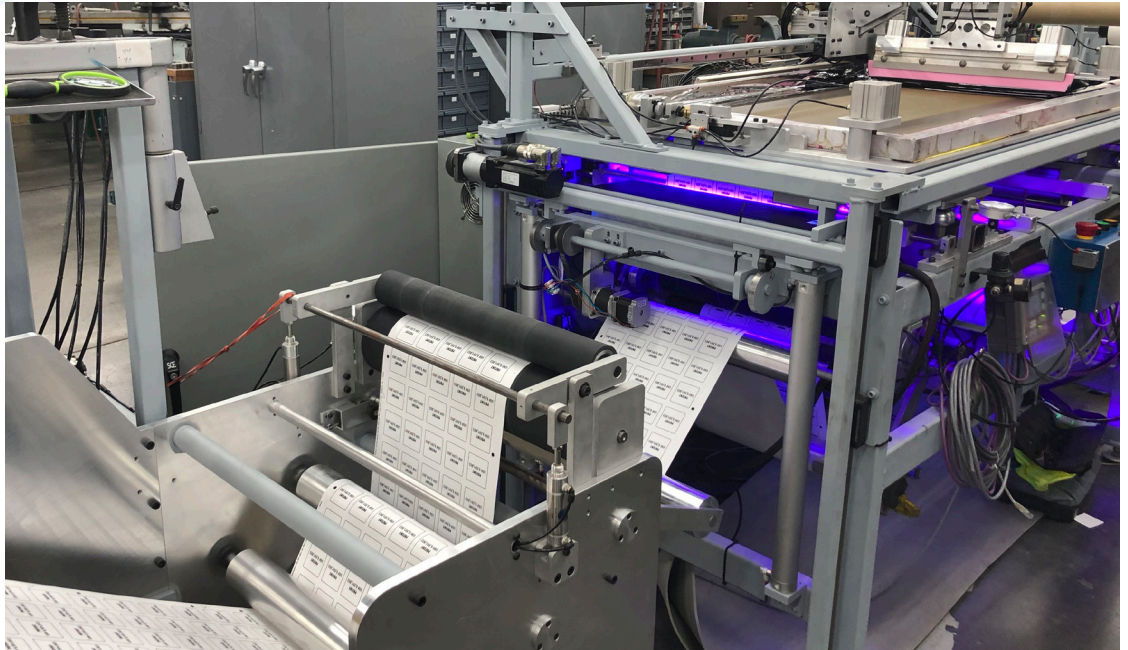
## GHS PICTOGRAMS

		
<b>Health Hazard</b> <ul style="list-style-type: none"> <li>• Carcinogen</li> <li>• Mutagenicity</li> <li>• Reproductive Toxicity</li> <li>• Respiratory Sensitizer</li> <li>• Target Organ Toxicity</li> <li>• Aspiration Toxicity</li> </ul>	<b>Flame</b> <ul style="list-style-type: none"> <li>• Flammables</li> <li>• Pyrophorics</li> <li>• Self-Heating</li> <li>• Emits Flammable Gas</li> <li>• Self-Reactives</li> <li>• Organic Peroxides</li> </ul>	<b>Exclamation Mark</b> <ul style="list-style-type: none"> <li>• Irritant (skin and eye)</li> <li>• Skin Sensitizer</li> <li>• Acute Toxicity</li> <li>• Narcotic Effects</li> <li>• Respiratory Tract Irritant</li> <li>• Hazardous to Ozone Layer (Non-Mandatory)</li> </ul>
		
<b>Gas Cylinder</b> <ul style="list-style-type: none"> <li>• Gases Under Pressure</li> </ul>	<b>Corrosion</b> <ul style="list-style-type: none"> <li>• Skin Corrosion / Burns</li> <li>• Eye Damage</li> <li>• Corrosive to Metals</li> </ul>	<b>Exploding Bomb</b> <ul style="list-style-type: none"> <li>• Explosives</li> <li>• Self-Reactives</li> <li>• Organic Peroxides</li> </ul>
		
<b>Flame Over Circle</b> <ul style="list-style-type: none"> <li>• Oxidizers</li> </ul>	<b>Environment</b> <ul style="list-style-type: none"> <li>• Aquatic Toxicity</li> </ul>	<b>Skull and Crossbones</b> <ul style="list-style-type: none"> <li>• Acute Toxicity (fatal or toxic)</li> </ul>



## NEW ROLL-TO-ROLL PRESS BY: RUSS KUEHN, ALEXIS MARSH, JOHN FREISMUTH

With 60 years of experience in commercial printing, Empire Screen Printing prides itself on being an industry leader through innovation and customer satisfaction. Following the company's philosophy of innovation, customer service, and sustainability, Empire has spent the last year developing and prototyping a screen press that manufactures using roll material. This invention will transform how we bring our product to market. With great satisfaction, Empire presents our new roll-to-roll screen press.



Our multi-color roll-to-roll screening press combines a visual registered roll finishing line unlike any other. This press includes our own patent-pending registration platform, automated chase, and vacuum functions, and a completely standardized set-up system which eliminates variability during machine operations. These advancements in registration allow the material to re-register to itself when needed. This complete module unit is designed to add multiple inline print tables for maximum efficiency from start to finish. By reducing downtime, it increases efficiency and shortens lead times while creating a quality level our industry has never seen. Empire created this equipment with visual registration to ensure repeatability. This gives our customers peace of mind their branding will remain consistent throughout their product cycle.

At Empire, we know how important our employees and the environment is. We designed our press with safety and sustainability in mind, which is equipped with UV-LED ink curing technology. LED curing has no emissions, is up to 600% more efficient than UV mercury bulbs, and takes up 1/10th the space. Using this technology provides our employees with a clean air workspace free from traditional solvent emissions. It contains built-in waste reduction measures as a one-of-a-kind web press, allowing for starting and stopping with no web loss. These stations contain power lifts for safe loading and unloading of material.

With this printing press, Empire will never be the same. Our new press gives us the advantage of the highest level of repeatability our industry has ever seen. Printing is only the beginning: Empire's dynamic team has more innovation planned for the future. We are not finished yet!

## SCREENMAKING UPGRADES BY: MIKE WAKEEN

We recently added a new automated piece of equipment to our screen making department. We purchased a Dane 250 automatic screen reclaimer. This piece of equipment is designed to wash and reclaim screens while utilizing recycle systems to save on chemical usage. The unit is set up with a 10-screen feeding magazine that we can pre-stage 10 screens into, and the machine will automatically feed them into the reclaimer, one after the other. This investment saves us on time and labor and is sustainable.

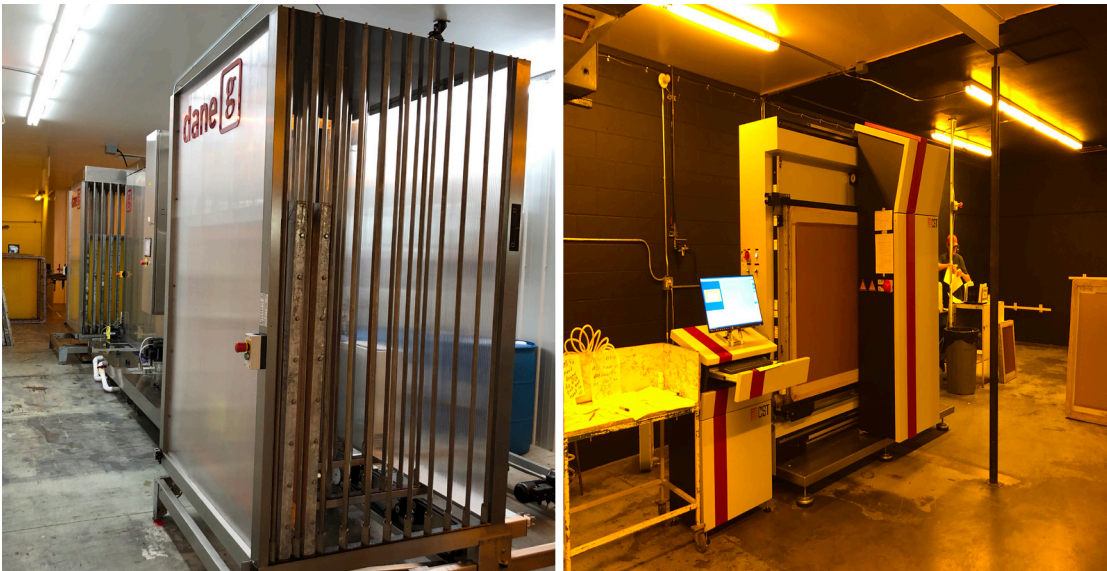


The first section of the unit is set up for cleaning the ink out of screens. This was a manual process, using rags and wash-up chemicals to clean, prior to getting the machine. The screens get 10 times the wash than they would using the manual process. This also eliminated the use of rags for washing. We are able to recycle the chemical so we waste less and utilize the effectiveness of the chemical.

The second section of the unit is used for removing emulsion from the screen. This is also a recycle system that greatly reduces the amount of chemicals needed to reclaim screens. This will reduce water usage in this area, as we are recycling and re-using chemicals and water.

The last section is the final rinse. We are currently working on a recycle system that will work for rinsing water. There is a magazine at the end of the machine to collect 10 screens automatically as the machine completes them.

We will see a savings of at least two people in the screen making area, thus allowing Empire to utilize these people in areas that we need them. We will also see a savings in chemical usage. Screen wash and emulsion removers are being recycled, and we will see a reduction in waste and usage. We will see a savings in rinse water once we have a viable process for filtering and re-using the water.



The other added equipment was a new direct-to-screen unit from CST. Our old unit was aging, and the software was outdated. We upgraded to the newest version of the CST that uses laser exposure technology. This equipment will support the latest software, moving us into the future.



## PRINTING United Alliance: Its Impact on the Industry

BY: JACLYN KING of BUTLER TECHNOLOGIES

**The History:** The PRINTING United Alliance (PrUA) is a new entity—the result of a recent merger between two prominent, nonprofit associations within the Printing and Graphic Arts industries. The Specialty Graphic Imaging Association (SGIA) was a trade association representing the screen and digital printing community worldwide. Printing Industries of America (PIA) was the world’s largest graphic arts trade association, representing thousands of member companies. On May 1st of 2020, SGIA and PIA merged to create the largest member-based printing and graphic arts association within the United States. Because of this merger, PrUA, and the printing industry in general, now have complete access to resources such as trainings, workshops, events, legislation and government representation, safety and environmental sustainability guidelines, and resources from the leading media company in the industry (NAPCO Media).

### Meet Mike Wagner Chief Operations Officer Butler Technologies, Inc.

Mike currently serves as a member of the PrUA Board of Directors and Vice-Chair of the Industrial Applications and Printed Electronics (IAPE) committee. For Mike, his initial exposure to SGIA was back in 2000 when he joined the team at Butler Technologies and attended his first Membrane Switch Symposium. In 2009, while attending the annual Membrane Switch Symposium, Mike decided he wanted to become directly involved with SGIA after feeling passionate about the program put together by the symposium’s committee. The symposium was *the* event to connect with industry peers, educate yourself about current methodologies, and learn about up-and-coming products and technology that could grow your business. Who wouldn’t want to be part of this?



At the following year’s SGIA Congress of Committees, Mike sat in as a guest of the Industrial Applications (IA) committee. After seeing them in action, he quickly realized that he wanted to become a member of that team as well. It wasn’t until 2015 that Mike was nominated to join SGIA’s Board of Directors, where he has maintained his role throughout the transition into what we now know today as the PrUA. Mike believes there is immeasurable value in meeting and working with people that have the same passion for the print industry as you. Being actively involved with PrUA has provided Mike with this opportunity.

### Meet Doug Billings VP of Sales & Marketing Empire Screen Printing, Inc.

Doug is an active member of the IAPE committee, which he joined back in October of 2019. Doug quickly recognized his passion for strengthening the printing industry, especially within his segment of the industry. Having recently joined IAPE, he’s learned about the committee and its role within the industry. He greatly values PrUA because they help to support the IAPE’s mission of education, networking, and illustrating how to good stewards of the environment.





As stated by Doug, "PRINTING United is helping to strengthen the industry for future generations. I feel they are letting go of the past and working to re-imagine themselves as a go-to knowledge base and print advocate for the world's printers." The organization has allowed him to not only expand his knowledge within the industry, but to network with other professionals in similar roles as him. PRINTING United has provided Doug with, "New Ideas, solutions to problems, and valuable friendships."

**Meet Ed Cook**  
**President & CEO**  
**ECI Screen Print, Inc.**

Ed currently serves on the IAPE committee and the PrUA Board of Directors. Ed has the distinction of serving as a past Chairman of the Board for SGIA. Ed has been a long-time member of the IAPE and was actually a member when it was known as the Membrane Switch committee back in the late 1990s. His reason for joining was simple: He always believed that the best way to learn and grow was to invest his time by immersing himself within an industry. This is especially true when it comes to IAPE, as he's surrounded by industry professionals that he admires that equally help to serve the community they've vested their interest in.



As a long-time member, Ed has gained many valuable takeaways, both through the information that he's learned and been provided the opportunity to work with. As stated by Ed, "Over the years, I have made many great friends throughout the world, and am able to stay ahead of the curve as the industry changes and grows." With PrUA being relatively new, Ed feels that they're now known as a poised and prominent trade association that is dedicated to all printers of all kinds. They're ready to support and promote the printing industry as a whole now more than ever.

## **Benefits of Joining the PRINTING United Alliance**

### **1. Facing Issues Together**

Even though the PrUA is comprised of a wide range of printing companies that utilize different technologies, produce different products, and serve different industries, the members oftentimes find themselves facing similar challenges. Many of these are universal across all businesses, but there are also some that are unique to the printing industry. PRINTING United allows members the opportunity to have an open platform to discuss any issues that arise and helps members to gain insight into how other companies are dealing with them.

### **2. Meeting other Industry Professionals**

For Mike Wagner, this is the greatest benefit that PRINTING United has brought him. He stated, "Being an active participant in PRINTING United has afforded me the opportunity to meet industry professionals that I may not have otherwise known. Many of these encounters have led to many valuable learning experiences and long-term friendships." It helps you to meet others in similar positions and industries which affords you the opportunity to become more successful in your role and meet lifelong friends along the way.



### 3. Events

The PrUA strives to be the best source for information, training, and education within the printing industry. They hold large events such as expos, and smaller community-related events that provide unique opportunities to those within the printing industry to network, gather information, and broaden their scope of education.

### 4. Continual Education

Because the group is comprised of people who work in similar roles to your own, you are provided the opportunity to learn from these industry professionals. Through events and training sessions, you're also provided the opportunity to learn and experience new things and gain new knowledge.

### The Impact of PRINTING United Alliance on the Industry

The PrUA has had a tremendous impact on the industry, as members often look to them for guidance and as the best source for information. They also provide members with distinct benefits, such as training and educational opportunities. As the industry has evolved, the committees realized they needed to evolve alongside it. For example, when membrane switches were no longer the only "game in town," the Membrane Switch committee quickly transformed itself into PEMS, or the Printed Electronics-Membrane Switch committee, and then shortly thereafter, the all-encompassing Printed Electronics (PE) committee. Then once again, to better serve the ever-changing industry, both the PE and Industrial Applications (IA) committee merged to create the Industrial Applications and Printed Electronics Committee, or IAPE for short.

Of course, the largest transformation of them all was the evolution of SGIA, NAPCO Media, and PIA into what is now known as PrUA—the largest member-based printing and graphic arts association within the United States.

The moral of the story is these organizations have kept up quickly with the ever-changing times and have been able to identify needs within the printing and graphic arts industries. With these needs identified, they were able to make the appropriate changes and merges needed to create an organization that can provide its members with trainings, workshops, events, legislation and government representation, safety and environmental sustainability guidelines, and resources from the leading media company in the industry.

PrUA also helps to ensure its members are provided the appropriate platform to learn from one another and tackle issues together. Although members may work for a wide variety of different companies that adopt different practices, they oftentimes are able to learn from one another.

What could be recognized as the biggest benefit of all would be the continued advancement in networking opportunities provided by PrUA through such events as the PRINTING United Expo, as well as conferences and training and certification boot camps. The opportunity to network and talk with others who may be facing similar issues has made the printing industry far more successful than it was in previous years.

PrUA has made a tremendous impact on the printing industry, and there is no doubt that in the years to come, they will continue to do the same.

## RETIREMENTS

On Friday, October 2, we celebrated the retirement of Lance Reichgelt. Lance worked in stock-cutting for 10 years. To celebrate, cake was supplied for all first shift employees. Congratulations, Lance!

On Tuesday, October 6, we celebrated the retirement of Fred Baures. Fred worked in stock-cutting and was an Empire employee for 27 years. Empire provided a retirement gift, a lunch for all the employees, and a socially-distanced gathering to celebrate Fred.



## REINVENTING THE DIE DEPARTMENT (CONTINUED)

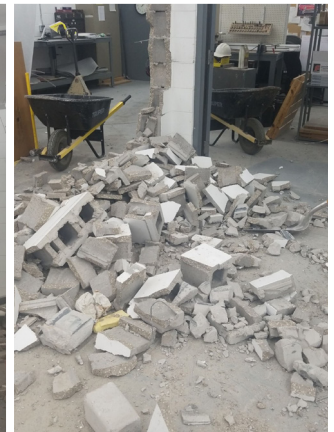
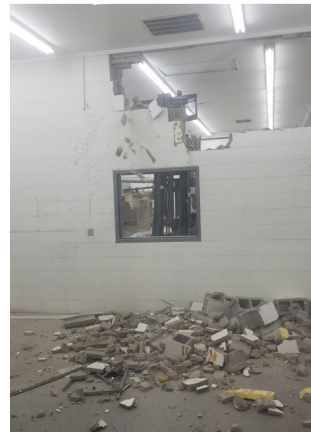
At first, this seemed like a daunting task: concrete walls and rooms within our area where blocking our ability to see the space.

After getting complete freedom to redesign the department from Empire's President, John Freismuth, I set out to accomplish this goal. I created several different blueprints before we found the one that we thought would work best, but of course, nothing ever is perfect on paper. Plans were adjusted along the way to create a flowing process between the Coherent and the two new Boss presses.

The demolition started on July 20th. Our maintenance department had their hands full, spending the next couple of weeks tearing down the brick walls, to create an open concept floor plan. Concrete dust everywhere—what a mess! Trying to get work done in a construction zone was a frustrating challenge, but I cannot give enough credit to the maintenance team for getting this job done fast and efficiently, busting their butts for us.

After several months, our project is near completion. We've had all the lasers in one location for a few months now and instead of multiple employees running three units, we now have one operator who can run all three units simultaneously. Our laser area is no longer a bottleneck where work builds up. These new presses allow us to keep up with the schedule, and we're way more efficient. Less time spent running between two different locations to accomplish our tasks for the day.

This has been a challenging experience: deconstructing, then reconstructing to combine two departments into one, while maintaining a production schedule was truly difficult, but I am proud of my ability to complete this task. Thank you to our maintenance and production teams, as well as management for their support. I have a whole new area that I am proud of and I'm looking forward to learning more to make my area stronger.



# ANNIVERSARIES

## JUNE

Dawn Gorniak.....36 years  
 Debbie Michel.....35 years  
 Russ Kuehn.....25 years  
 Rebecca Stark.....24 years  
 Sheila Albers.....21 years  
 Robert Fischer.....18 years  
 Matt Vanderloop.....16 years  
 Rachael Gilkes.....14 years  
 Sarah Erickson.....13 years  
 Jamin Bishofsky.....11 years  
 Rebecca Burg.....9 years  
 Mike Herold.....8 years  
 Codi Jacobs.....8 years  
 Johanna Wanie.....6 years  
 Aaron Jurjens.....6 years  
 Teresa Johnson.....6 years  
 Kaylynn Mcdowell.....5 years  
 Britney Henkel.....5 years  
 Darshon Lord.....5 years  
 Ronnie Tilson.....4 years  
 Charles Beck.....4 years  
 Audra Moline.....4 years  
 Brad Ames.....3 years  
 Jordan Bott.....2 years  
 Arik Steele.....2 years  
 Ashleigh Kidd.....2 years

## JULY

Steve Remen.....48 years  
 Ralph Young.....29 years  
 Debra Gorniak.....26 years  
 Laramie Schwier.....26 years  
 Joann Anderson.....23 years  
 Curt Wier.....21 years  
 Teresa Sullivan.....21 years  
 Rob Kranski.....16 years  
 Rob Wellnitz.....10 years  
 Josh Leisgang.....8 years  
 Moly Yang.....6 years  
 Jarrod Olson.....5 years  
 Zach Johnson.....4 years  
 McKenzie Adank.....4 years

Ethan Walker.....3 years  
 Pa Yang.....1 year

## AUGUST

Sue Maule.....37 years  
 Angie Burnett.....37 years  
 Mike Smith.....33 years  
 Steve Johnson.....30 years  
 Sharon Ronnie.....30 years  
 Lee Vieth.....29 years  
 Jeff Meyer.....29 years  
 Trish Lastofka.....21 years  
 Steve Lechnir.....21 years  
 Doug Kuehn.....15 years  
 Rose Chamoun.....15 years  
 Levi Adank.....15 years  
 Ellen Klug.....8 years  
 Karina Richards.....8 years  
 Ava Grimslid.....8 years  
 Mike Wolfe.....7 years  
 Troy Siverhus.....6 years  
 Mary Parris.....6 years  
 Jory Thorson.....4 years  
 Jesi Accord.....4 years  
 Rebecca Bridges.....3 years  
 Rhonda Knobloch.....2 years  
 Amber Williams.....2 years  
 Sherri Schueler.....2 years

## SEPTEMBER

Jim Brush.....60 years  
 Steve Stenberg.....42 years  
 Dee Norling.....29 years  
 Nancy Gilbertson.....23 years  
 Mike Rowlands.....16 years  
 Kim Page.....13 years  
 Fawn Marsh.....12 years  
 Jared Papenfuss.....8 years  
 Paula Anderson.....5 years  
 Brandon Eckert.....5 years  
 Brock Eckert.....3 years  
 Rebecca Bosworth.....3 years  
 Kong Vue.....3 years  
 Joe Piper.....3 years  
 Anthony Carpenter.....2 years  
 Alex Yaeger.....2 years

Desiree Mierow.....2 years  
 Paul Fanning.....2 years

## OCTOBER

Lisa Slonka.....35 years  
 Eileen Utsby.....26 years  
 Cathy Buttell.....25 years  
 Laurie Arentz.....15 years  
 Charles Hills.....14 years  
 Benjamin Bakken.....10 years  
 Dawn Kehr.....6 years  
 Traci Low.....6 years  
 Troy Hanson.....5 years  
 Amelia Otteson.....3 years  
 Robert Bialecki.....2 years  
 Liam Murphy.....2 years  
 Charlee Moua.....2 years

## NEW EMPLOYEES

Tyler Allen	Hannah Eddy
Jim Brom	Paiching Her
Brittany Clements	Jennifer King
Debbie DeFliger	Yeng Vang
Alexander Gonzales	Travis Watkins
Stephanie Haring	Casey Wilkins
Alex Hayter	Ian Larson
Jacob Hulburt	Jamie Sanders
Kevin London-Moody	
Jordan Pochanayon	
Robert Sanders	
Michelle Swanagan	

## BIRTH ANNOUNCEMENTS

Congratulations to Aaron Jurjens (LVS) on the birth of his daughter, Sophia. She was born on 9/4/2020 at 3:19 pm. 7lb. 6 oz., 20".

Congratulations to Jesi Acord (customer service) on the birth of her son, Ari. He was born on 10/21/2020 at 3:38 am. 9lb. 2 oz., 21 3/4".

Deadline for the next newsletter: 01/29/2021



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