

resident's Corner

As we wrap of the year, I cannot believe 2021 is behind us and 2022 is just about to begin. As I reflect on 2020 I cannot help but think about our accomplishments, our missed opportunities, and our state of mind.

I will start with difficult things and the missed opportunities. I like the bad news first. As many of you know COVID and the environment it creates is still upon us and not going anywhere soon. This pandemic won't seem to go away. Unfortunately, it has effect many things in a negative way.

Our supplier chain is choppy and unreliable. I didn't ever think in my lifetime that 8pt paper would be discontinued and we would not be able to buy paper for our digital devices.

Our labor force is constantly fluctuating due to testing and COVID protocols.

I never thought some of our customers would not be able to operate at full capacity, primarily due to governor mandates and labor shortages.

2021 was not about reaching new goals, but managing mandates, capacities, and new expectations. All of this is a lot more difficult than making sure the machines run and producing a quality product. As a result, our on-time delivery was the worst it has ever been in the history of the company and after 2 years we are still below our 2019 revenues.

With the bad stuff out of the way, I want to say that that I truly feel blessed to work with such an amazing group of people. In the middle of this long marathon, we are still maintaining a positive attitude. We are taking on new and difficult challenges that will make us stronger in the future. Our apparel and promotional departments have struggled with on time delivery, but they have had record years. They have produced more products and revenue than ever before.

Our IT department has been through hell and back. Learning a lot of cybersecurity and re-coding our 128 different websites to operate more efficiently with our choppy supply chain.

It was also our 20th year of being in business. That accomplishment alone deserves a moment to think about. I was reading an article by Bill Carmody in Inc magazine and he quoted that only 4% of businesses make it past 10 years. I couldn't find what it was for 20 years. But everyone should feel proud!

So as I look forward to 2022, I am hope everyone is mentally preparing for a difficult year that will separate Print NW from it's competition. I believe it is going to be more challenging that 2021 due to a lot of the same issues; COVID, supply chain, mandates, and labor shortages.

But I know we have put the work in to be successful and we will grow beyond our 2019 levels and reach new heights.

I believe this because we are adding new equipment, new programs, and mostly because we have a great team that doesn't know how to fail. Only grow!

Giddy up... 2022 here we come!

Highlights

COVID-19 Update

As we've all seen now, OSHA has mandated all employees be fully vaccinated or submit to weekly COVID-19 testing. In order to be compliant and help ease this burden, Print NW has obtained a CLIA certification, which allows us to perform COVID-19 rapid tests as an official certified testing site. We will have weekly "lab hours" available for all unvaccinated employees to be tested for compliance. We will also have convenience testing available for our staff who are experiencing symptoms or have been exposed to a confirmed positive case. We are so grateful for everyone being so patient with us through this unprecedented time. We are making changes as mandates fluctuate. Thank you so much for the cooperation of everyone who is helping us by rolling with the punches!

> For updates, please check Paylocity Community or email HR@PrintNW.net

Scotty Says:

We got a new cutter! It's significantly more efficient and has made us dramatically better in the digital cutting department! The Itohtec Robocut 40-inch cutter is able to save and recall programs faster, program which way the lift turns, and even has the ability to adjust the speed of the back gauge! This all makes it much easier, faster, and most importantly safer to change the knife. The quality of the finished products seems to be better than our previous capabilities and we're excited

to see how much this new machine impacts our capacities and products!

Print NW has partnered with Goodwill of the Olympic and Rainier Region to participate in their Youth Next Gen Internship Program! We will be hosting local young adults from ages 16-24 to give them work experience for up to 16 weeks! As always, if you see someone you haven't met, introduce yourself!

Text your name to 797979 to opt-in to receiving text messages from HR!

People's Connittee





Employee Celebrations

New Hires October 2021

Michael Hansen - Assembly Kyle Smith - Sheetfed Press (welcome back!) Shoshanna Walsh - Promo & Apparel CSR Anya Chekhovskiy - Apparel Production Sadie Santiago - Apparel Production Thomas Weitzel - Maintenance Tyler McLain-Watkins - Sales Representative

November 2021

Shane Smith - Promo & Apparel CSR Zephyr Grove - Prepress Joyce Brown - Apparel Production Ronda Eider-Jackson - Apparel Production Shaun Mattingly - IT Helpdesk December 2021 Dennis Johnson - Digital Operator

Shout-Out

Karina Lorenz has taken the Inventory building by storm! She has helped to push the whole team to new productivity levels and is constantly searching for new ways to make things easier and faster! Karina has also taken full control of our new Intern program and has blown us away with her leadership abilities! Keep up the amazing work!!

Anniversaries

January 2022

Jenna Alcaide - 5 years Shelby Jolicoeur - 2 years Debbie Langlow - 2 years Mikhail Marchenko - 23 years Deanna Neeck - 1 year Troy Olsen - 20 years Jeff Price - 19 years Jim Vitzthum - 11 years Debbie Ward - 19 years Staci Wells - 11 years February 2022 Grant Beaulieu - 3 years Dionne Johnson - 3 years David Vitzthum - 11 years

Josh Anderson - 6 years Robin Ball - 9 years Nolen Maxwell - 9 years Mary Morin - 5 years Vee Rin - 6 years Greg Whitley - 5 years

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