

PRINT NW

EMPLOYEE NEWS

June 2018

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PRINT NW Employee News is the official employee news magazine of PRINT NW LLC.

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We invite your comments, suggestions, articles, and photos. Email Lena Smith at lenas@printnw.net.

Please update your mailing address in the Paylocity Employee Self Service Portal.

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PRINTING

PRINT NW LLC

Published Quarterly

PRINT NW Employee Newsletter is published for and distributed to current active employees of PRINT NW LLC, by the ownership of PRINT NW. 9914 32nd Ave S, Lakewood WA 98499-9265, USA.

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PRESIDENTS CORNER

Team,

Thank you for your patience as we recruited a new group of people to revive our company newsletter. Thank you, Lena, Leah, and Alison.

It is hard to believe we are almost six months into 2018. I'd like to take this opportunity to highlight some of our achievements in the last six months.

- We renewed our annual contract with the University of Washington.
- We renewed a 3-year contract with the City of Tacoma.
- We won the contract to provide the new hire kits for GoWireless.
- We successfully transitioned to a new 401k provider.
- Sales and net income were up slightly, which is an achievement due to rising material costs.
- We logged our 200,000th job (and counting!).
- We launched a new quality inspection system on the 640s.

Many more exciting things have happened. What makes me happiest is witnessing all the small improvements each of you make as individuals that contribute to the betterment of our company.

As we look toward the next six months, Halloween, political season, Black Friday, and many more projects, big and small, will keep us busy. Embrace the challenge. Take pride in every piece of work you touch. Be nice to each other.

Jeff



SUMMER

Bring it on...



Print NW is ready for summer.

For those of you who haven't lived through the summer season at our Lakewood facility, you should know that it gets HOT, particularly on the production floor. This year, we've installed a few features to help cut the heat.

- ✓ You've probably noticed the installation of the exhaust fans in the shipping/bindery end of the shop.
- ✓ We also strongly encourage you to take advantage of the ice maker in the break room to keep your drinks cool.
- ✓ Remember to drink LOTS of water, supplemented with beverage that includes electrolytes (Gatorade, Emergen-C) once or twice a day.

Periodical ice cream trucks are on the list, so, keep an eye out for those announcements!



SAVE THE DATE

COMING UP

Here are a few important dates to put in your calendar.

- **Wednesday, June 20** PNW Family Outing @ Cheney Stadium 5 PM – 9 PM, Food and batting practice, Bring the family!
- **Wednesday, July 4** Independence Day. Paid holiday.
- **Friday, August 10** PNW Potluck BBQ
- **Monday, September 3** Labor Day. Paid holiday.



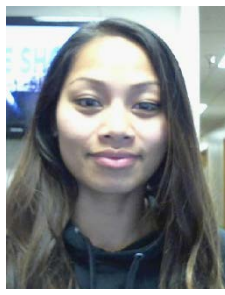
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Wide Format Finishing



Jeffrey Booth
IT Helpdesk



Marianna Buseman
Sales Assistant



Naritha Chim
Wide Format Finishing



Miguel Colon
Assembly Lead



Dante De La Pena
Press Feeder



Lorna Duncan
Logistics Associate



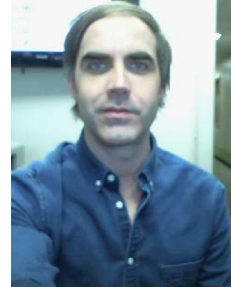
Tristan Emmerick
Installer



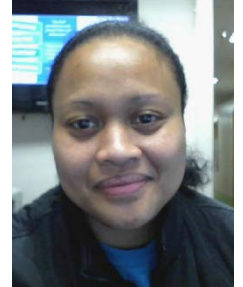
Larry Hallman
Sr. Press Operator



Natasha Itaman
Inventory Associate



Jordan Luckman
Prepress Operator



Jessica Luktinag
Packaging Associate



Courtnie Martin
Customer Service



Audheey Mealy
Customer Service



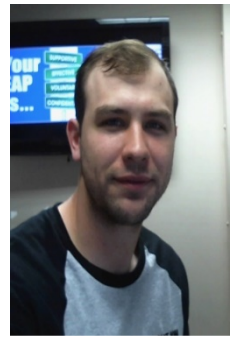
Joseph Moise
Press Feeder



Tony Phuong
Digital Operator



Wyatt Plumb
Wide Format Finishing



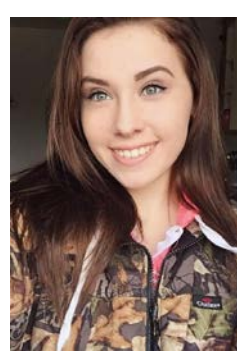
Jimmy Price
Press Feeder



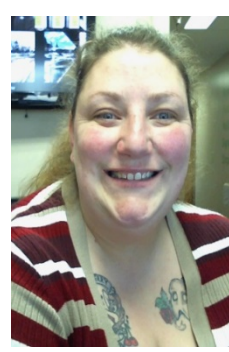
Bee Rin
Press Feeder



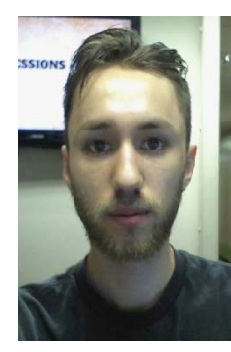
Caroline Smith
Printable



Samantha Roth
Customer Service



JoAnna Sohnrey
Customer Service



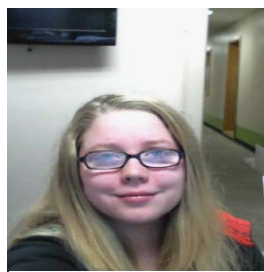
Jake Vatne
Wide Format Finishing



Laura Watkins
Digital Operator



Scott Whitney
Delivery Driver



Jamie Zigan
Wide Format Finishing

NEW TEAM MEMBERS

A warm welcome to the new faces here at Print NW
We have hired so many new and bright people but not all of us know each other! Here are the new faces at Print NW.

CUSTOMER *spotlight*



Heritage
BANK

While Heritage Bank is one of our largest customers in terms of dollars and volume, their account rep Adam Lindgren will tell you that's not what makes their relationship with Print NW special.

Adam has a collaborative relationship with Shaun, Lori, and Stephanie on Heritage Bank's marketing team. They come to Adam with a unique vision multiple times a year, and he works with them to develop a plan for execution. The most recent example are installations printed on the back of ½-inch plexi-glass and affixed to the wall with metal pegs.



This partnership goes both ways. Adam joined Heritage Bank team members on a volunteer work day at the Emergency Food Network a few weeks ago. He was the only person there who wasn't a Heritage Bank employee. His sense of humor gives him a special connection with the HB team; one year Lori and Stephanie helped Adam surprise Shaun on his birthday, and Adam had a set of golf balls made with Shaun's face on them (no picture of those, sadly).

At the time of this writing, Heritage Bank has over fifteen active jobs in the shop not including numerous orders they've placed through their Printable site. If they have an item that needs an impression, they come to us. Thank you, Adam, for maintaining this thriving relationship!





Manager News and Comments

SHOUT OUT recognition

Jeffery Beardemphl - CEO

I have been impressed with the job the managers have been doing with employee training. Nick Miles can run eight jobs in a day as a new pressmen and Seth Skrivan is becoming a solid contributor. Greg Whitley and Vee have done a fantastic job with the super jet and small press, an area we've struggled in in the past. Naritha is new in WF finishing and looks to be running the show. Nickii at the helm in prep always has a smile and is always so helpful. Mackenzie in shipping can process more jobs in a day than should be possible. I see a lot of new faces in mailing, Tamara, Alice, Shilene, and Jonathan, and they are all doing well.

With political season just around the corner, they will give us the horse power we need. Thanks for all you do -Jeffery

John Olnick – Controller – Accounting Department

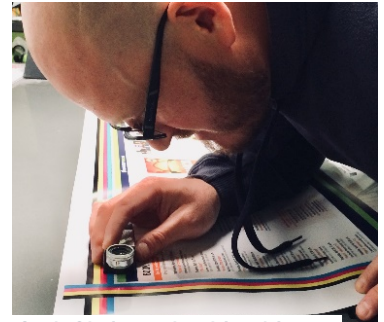
Over the past few months, there has been quite a few changes in the accounting department. Three out of four people are in new positions. Folks have come together and worked hard to learn, catch up, and are establishing a better way to do things. Thanking Nancy, Christine, Sonja and Roxanne for their efforts just doesn't seem like enough!

Lois McCortney – Logistics Manager – Shipping and Inventory

Every busy season be it Savers or Political, every department jumps in and helps the most impacted departments. I've seen Jacob McKinney prep shipping pallets, Scott Beardemphl & Robert Mapes work graveyard to help us utilize all 24 hours in a day. So many people have done whatever it takes to get things done during the craziest of times.

Katrina Apgar – CSR/Estimating Manager – Customer Service

Responsibilities are shifting on the CSR team! Zoe is taking on a leadership role and Christy has taken over handling the UW account. We said goodbye to Jessica Strandberg a little over a month ago and Courtnie Martin has taken over her accounts. -Katrina



Seth Skrivan checking his work



The stellar Mailing Department



Roxanne joined Accounting in February

Employee Anniversaries

There have been a lot of employee anniversary's so far this year.

Here are some of the big ones!



Mikhail Marchenko	Sales	19 Years	Kami-Jo Sullivan	Shipping	8 Years
Lee Francis	Prepress	19 Years	Katrina Apgar	Managers	8 Years
Troy Olsen	Managers	16 Years	Staci Wells	Assembly	7 Years
Debbie Ward	Customer Service	15 Years	James Vitzthum	Estimating	7 Years
Jeffery Price	Sales	15 Years	David Vitzthum	Scheduling	7 Years
Terri Harris	Assembly	15 Years	Keith Barta	Customer Service	7 Years
Hien Le	Sheetfed Press	15 Years	Nancy Bourlet	Accounting	7 Years
Todd Wells	Maintenance	14 Years	Nickole Carvalho	Prepress	7 Years
Jeff Stallings	Officer	14 Years	Ty Anderson	Quality	7 Years
Scott Beardemphl	Managers	13 Years	Troy Agee	Bindery	6 Years
Scott Harrison	Bindery	12 Years	Ketelina Simpson	Assembly	6 Years
Truc Phuong Le	Assembly	10 Years	Scott Swift	Sales	5 Years
Robert Mapes	IT Systems	10 Years	Nolen Maxwell	Bindery	5 Years
Christian Repke	Customer Service	9 Years	Robin Ball	Prepress	5 Years



Terri Harris - 15 years



Tyler Anderson - 7 years



Hien Le - 15 years



Lee Francis - 19 years



Nancy Bourlet - 7 years

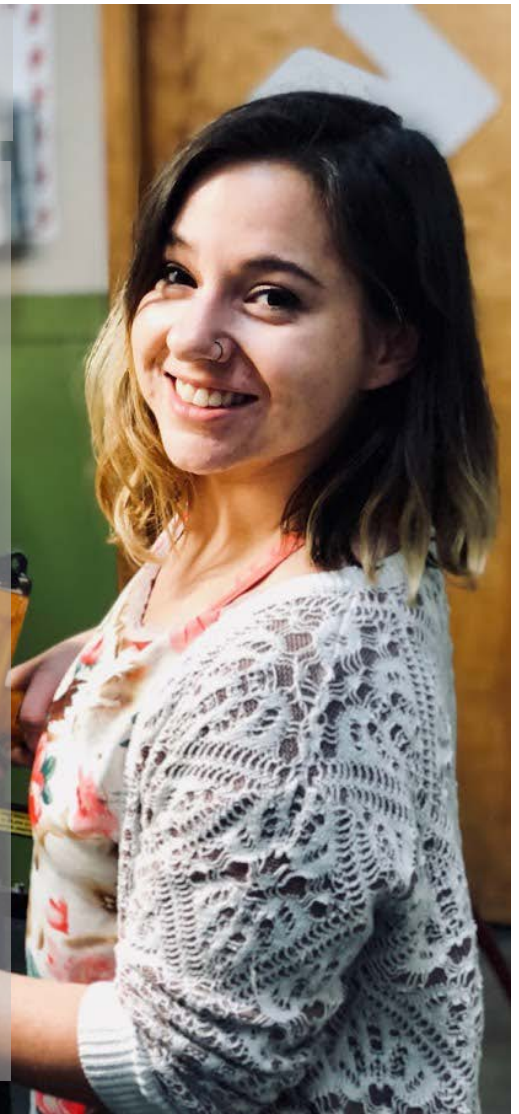
Thank you!

My First 90 Days at Print NW

– by Michelle Becker

Having officially served my ninety days I've come to learn quite a bit about Print NW. The people, the machines, the routines, the... papercuts! Yikes. It's enough to make your head spin. However, through all the slow days, hard days, way too hot days, and band aids someone is always willing to lend a hand. From my very first day I was met with friendly faces, silly jokes, and an encouraging pat on the back. But the biggest thing I've learned is once you work at Print NW you become a part of the family.

In my short time here, I have seen no lack of camaraderie... or banter. While I can't speak for the whole warehouse, in Wide Format everyone laughs with each other and certainly at each other. The wonderful people that make up my team know how to work hard as well as pull fantastic pranks on each other. Even while under the pressure of enormous distros we know how to keep morale high and the jokes flowing. All in all, I feel so grateful to be working with such a wonderful bunch of characters. And thank you to everyone that welcomed me in so easily!



Just
Checking
In

Rae Hansen and Kathy Benson both worked for Print NW for over 12 years. They are both retired now. We thought we would check in with them and see how

When we checked in with Rae she said, "I am enjoying Arizona, travelling, and time with my grandkids. I miss all of my friends at Print NW!"



Kathy Benson is enjoying her dogs and planning a road trip to San Francisco!



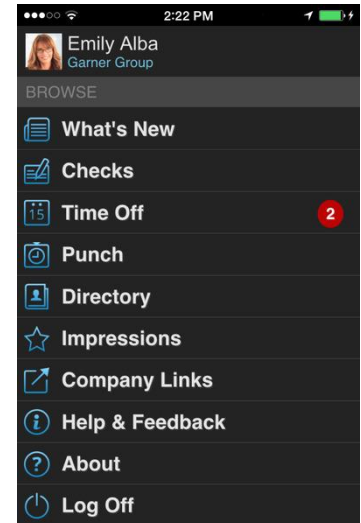
Technology Resources for Employees

Paylocity Mobile App by Leah Witting

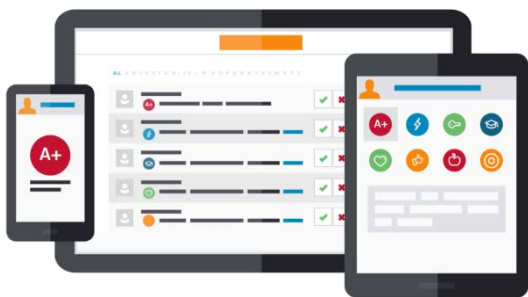
Paylocity can be an asset to you. It can be accessed by an app on your phone or from any computer. Print NW would like to stress the importance of having employees check their own Paylocity portal frequently.

By accessing your personal portal, you can review the following:

- Employee Benefits
- Time Card
- Impressions
- Schedule
- Memos from HR (weather warnings or other events)
- Payment
- Time off requests
- Training



Paylocity's a very useful tool that can benefit your knowledge of your own status in the company! If you have any questions about Paylocity or anything else, please contact Lena Smith in Human Resources. (lenas@printnw.net)



Impressions by Leah Witting

Positive feedback from individuals is a good feeling. Knowing that you are doing something right and contributing your skills in an efficient way is something everyone should give recognition to. Impressions give you have the chance to recognize people for their skills and contribution to the company. Impressions can be found in your Paylocity Portal. Make sure you are specific about why you are giving the Impression.

Employees and managers have done a great job integrating the Impressions feature into our culture.

Over 400 Impressions in 2018 so far

Kudos to Lois' Team- they have really embraced this feature.

The one improvement would be to encourage all team members to clear out the description and give the specific reason they are awarding the Impression. Remember these are tied to the employee's profile for their career with Print NW and are considered in the review process.

Here are some recent Impressions given by employees and managers:

Dagney Reddin – Prepress


[Nickii Carvalho](#) recognized Dagney Reddin for Get It Done on 05/11/2018  ▼



Get It Done

The plateroom looks spotless! Thanks for doing a great job cleaning it up!

Jamie Zigan – Wide Format


[Noritha Chim](#) recognized Jamie Zigan for Team Player on 05/03/2018  ▼



Team Player

You've jumped right into things and have picked up a lot within the short time that you've been here. And you always do it with a positive attitude. So glad to have you on the team!

Robin Ball - Prepress


[Jordan Luckman](#) recognized Robin Ball for Leadership on 04/23/2018  ▼



Leadership

Thanks for your help and understanding learning new things in prepress!

David Vitzthum- Scheduling


[Scott Swift](#) recognized David Vitzthum for Team Player on 04/05/2018  ▼



Team Player

You know how to pitch in with the team to help us succeed! Helped scheduling an install that was nearly impossible to meet but got it done in spite of my customer changing things last minute. Well done sir well done.

Nolen Maxwell – Bindery

[Scott Beardemphl](#) recognized Nolen Maxwell for One in a million on 04/05/2018  ▼



One in a million

You are one in a million! Thanks for Jumping into the big dumpster outside to save a job. Just an amazing effort.

We are on track to give over 200 Impressions this quarter!

THE LAST WORD

By Leah Witting

I have worked here at Print NW for 5 years. All I can say is that this place is a great place to work and it is full of amazing people. I've made good friends while working here and I enjoy coming back from college every summer to work with them again. I've been



able to work in many different departments and each gives me a good experience to learn from. I appreciate the hard work that everyone goes through everyday to make Print NW a fun and safe environment to work in. You are all the best! Thank you!

"Not everything that
can be counted
counts.

And not everything that
counts

can be counted." - William Bruce Cameron

Did you know?

There are several resources available for employees to learn, grow, and develop themselves, personally and professionally. Online courses, training seminars, audiobooks etc. If you would like to find out more, please see Lena in HR.