



With the end of 2015 closing in fast, I have taken the time to reflect upon what has been a busy spring and summer at All-Color.

Early this spring we completed the 17,500 square foot addition to our plant and now have over 80,000 square feet under roof. It didn't take long to fill this space as we were given an "eggcellent" opportunity to reconnect with an old customer. In April, we began powder coating Big Green Egg "eggcessories" manufactured by Forté Products in Argyle, WI. Working closely with them, we were able to implement this project after overcoming some early obstacles. Read more about this undertaking later in the newsletter.

Additional work means additional employees.

To accommodate the new business from Forté, we reestablished a second shift. In addition to the new second shift employees, we hired a number of others to handle the additional workload that we saw this summer. I would like to take this opportunity to welcome all of the new employees to the All-Color family.

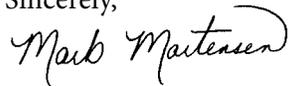
This past year five employees completed their 15th year with All-Color. I want to thank them all for their dedicated service and hope to see them around for many years to come.

One of our goals this past year was to try to find ways to make our employees' jobs easier and more rewarding. As a result, we upgraded our computers, installed Wi-Fi throughout the shop and placed tablets on the shop floor for our line leads and supervisors to use. They are now able to immediately create quality assurance reports, access prints and email photos of parts directly to customers from the shop floor making them more productive.

Having completed one of the busiest and most successful summers in All-Color history, employees were thanked with an evening at Medieval Times in Schaumburg, IL. Employees were treated to dinner and an entertaining jousting tournament.

I want to take a moment to thank all of our wonderful customers that help make us successful. We truly appreciate your business and hope you have a prosperous end to 2015 and an enjoyable holiday season.

Sincerely,



Mark Mortensen  
President



New employees hired in 2015



Lords and Ladies of All-Color



**Michael Recob**  
Production  
Manager



**Larry Rybowskiak**  
Quality Assurance  
Specialist



**Jim Meade**  
Plant Manager



**Roger White**  
MDF Sales and  
Development Manager



**Adrian Sanchez**  
1st Shift  
Supervisor



**Chris Raemisch**  
2nd Shift  
Supervisor



**Kean Macaulay**  
Shipping & Receiving  
Supervisor



**Danni Staver**  
Office  
Administrator



**Kally Powell**  
Administrative  
Assistant

## “Eggcellent” Opportunity



Duane Carley, Chris Raemisch and Tim Polkinghorn

order to accommodate the increase in business, All-Color would need to start a second shift, something that was last in place before the Great Recession.

After many discussions between various team members from both companies, All-Color began the process of implementing a second shift. This new group of employees worked side-by-side with All-Color’s proven and experienced first shift to acquire the training and support needed to run second shift. All-Color also hired an engineering intern to design and make new racking for all the parts. This proved to be “eggstremely” beneficial in streamlining the production process and improving efficiency. Our next obstacle was to determine how to move the large volume of parts between the two companies. Neither company was well equipped to handle this with their current fleets. This would be resolved by Forté purchasing two trailers that would be swapped between the two locations a few times a week using a tractor and drivers provided by long-time partner Wisco Industries, Inc.

The first several months of this new endeavor have been very successful. “This is an excellent example of companies working together to obtain a common goal,” says Duane Carley of Forté Products. “We look forward to a long and prosperous partnership.”

Forté Products, LLC, located in Argyle, WI, is the exclusive manufacturer of many integrated components and “eggcessories” for the Big Green Egg smoker and grill. After the abrupt closing of their long-time powder coating partner, Forté Products found themselves working with another powder coater that was having difficulty keeping up with their high volume of parts and strict quality standards. Although Forté hadn’t been a regular customer of All-Color’s for nearly ten years, Tim Polkinghorn and Duane Carley, co-owners of Forté Products, were aware of our continuous growth and recent expansion. So when they contacted us for help, they knew that even though transferring this work would be an “eggstreme” undertaking for both parties, it was entirely possible. The sheer volume of parts would require All-Color to figure out a way to squeeze an additional 30-35 hours of work a week into an already full and growing schedule. In



Robbie Pasarilla powder coating Forté bands



Bending bands for the Big Green Egg



### Introducing Chris Raemisch, 2nd Shift Supervisor

Chris Raemisch grew up just miles from All-Color on the Raemisch family farm in Brooklyn, WI. Stationed in England, Chris was enlisted in the Air Force for four years as a Satellite, Wideband, and Telemetry Specialist (SATCOM). Chris left the Air Force and worked for Siemens building MRI magnets. During this time, Chris started working towards his Bachelor’s Degree in Organizational Management. He then moved back to the family farm. Chris completed his degree and in the same week was hired at All-Color. Chris is considering pursuing an MBA in Finance.

## Outside The Lines

In May, Roger White, All-Color's MDF Sales & Development Manager, participated in a mock car crash presented to the students and staff of Merrill High School. Merrill Fire Department's Public Education Division coordinated this presentation as part of an ongoing educational campaign. Roger was the guest speaker and promoted good driving and riding decisions.



All-Color's Alex Bausch participated in the Madison Half Marathon on Sunday, May 24th, 2015. He and his running team finished the 13.1 mile run in under 2 hours (1 hour 54 minutes 23 seconds). Alex was happy to be in this race with his dad, Al Bausch, and friends, Bruce Davis and Jeff Rau.

This opportunity was made possible by a program called my TEAM TRIUMPH (mTT). It is a program that allows people with disabilities (captains) to experience athletic races with the help of their family and friends (angels). Specially designed chairs that are pushed by the runners/angels allow the captains to feel the thrill of crossing the finish line.

Alex continues to do training runs with the angels. He really likes being outside on the trails and one day hopes to do a full marathon (26.2 miles) with the help of mTT.



## Dedicated Employees

All-Color is proud to announce that several of our employees have reached their 15 year anniversary. Karen Truesdell, Joel Hardy, Melvin "Shorty" Matos Ventura and Miguel Hernandez have all met this milestone. Long term employee Miguel Rodriguez-Cortez will be reaching his anniversary before the end of the year. Over the last 15 years, these employees have shown their commitment to our company and have each helped contribute to All-Color's success. We hope they all stick around for another 15 years!



Miguel Hernandez, Joel Hardy, Karen Truesdell and Melvin "Shorty" Matos Ventura

## Addition Complete



The warehouse addition filled up fast

Our 17,500 square foot addition is complete. It didn't take long for us to utilize all of the extra space. Our delivery trucks have a permanent home and with our increased workload we have

room for all of the additional parts coming in. This will be the final addition at this location since we have met our building limit at 80,110 square feet.



Indoor parking bays for our fleet vehicles

# Meet Jim Meade, Plant Manager, and Dave Gratz, Truck Driver



In June, Jim Meade became All-Color's new Plant Manager. Jim brings with him 25 years of experience in the Industrial Processes, Training and Compliance fields.

Jim resides in Blanchardville, WI, with his wife, Kay. In his free time, Jim enjoys spending time with his three daughters, 11 year-old granddaughter and 6 year-old grandson. Jim is a proud member and "Road Captain" of the American Legion Riders of Wisconsin.



Dave Gratz joins All-Color as our newest truck driver. Dave grew up in Darlington, WI, and has lived in Oregon, WI, with his wife, Marcia, for over 25 years. He has four children and has been active in youth softball for the last eight years. Dave and Marcia have been teaching driver's education at A Safe and Defensive Driving School in Oregon for the last two years.

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