



# IPI Newsletter

A Quarterly Newsletter

January / February 2008

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## The Leaders' Edge

Economist David Romer noticed that football teams tend to play it safe in 4th down situations, kicking a field goal instead of continuing to drive for a touchdown.

His Hunch: People say they're willing to fight hard for what they hope to achieve, but their actions undercut their words. So, Mr. Romer selected the University of California and isolated one question. Should teams punt or kick on 4th down or should they take a bigger risk and run the football or throw it?

The results of his survey were they should always throw. He found that throwing was the confidence of a winner and of a winning attitude, it was what the fans wanted the team to do and believe it or not teams that do run or throw on 4th down, win more games than they lose. BOTTOM LINE: Fear of failure causes failure. Want to win? Take chances.

*Rewrite of Shankar Vedantam,  
The Washington Post*

## Baysden's Corner

BY ROGER L. BAYSDEN  
IPI DIRECTOR



Everyday we get out of bed and go to work to do something better than yesterday or perhaps the week before. No matter what our job or our drive, we all have an innate desire to be tested to demonstrate we can do better than before. In sales, when the year is over, a salesperson measures his or her self versus the previous years and asks only one question: Did I push the rock higher this year than in years before? We all want to be part of a winning team. Organizations are no different. IPI is a

winning team, each year we are called upon to push the rock a little higher.

Some may think our rock is furniture production, chemical, print or any of the other businesses we have, but they are not; factories are just a means to an end. Our rock is inmate work hours, dollar sales, sustainable income and other measures that are more task related. We have proven over and over again we are winners and our track record would be the envy of any ball team.

In 2008, we will challenge ourselves; our new rock is a re-alignment of our business units and the addition of a major program at Anamosa. I have every confidence that by July 2009, we will

have expanded our staff jobs by at least 6, our inmate jobs by at least 100 and our contact hours by 200,000! This expansion will create opportunities for IPI and for each of you.

The management team's belief in you has allowed us to commit over \$1,000,000 in equipment and infrastructure to implement our plan in 2008-09. This growth challenge is a touchdown pass that it will take a team to catch, but we won't kick a field goal... We will win with confidence and we will do it as a team. I look forward to our annual meeting and to discussing our changes with everyone.

## Plant Managers Present To IPI Advisory Board

On December 7th, IPI Plant Managers presented their plans for increasing inmate jobs and work hours over the next year to the IPI Advisory Board at their quarterly meeting. Presentations included discussion on offender population changes, shop re-alignments and new product lines. Each plant manager will

update the IPI Advisory Board once a year with their progress.

The board meeting ended with a cake thanking Secretary Jane Ross for her years of service taking minutes for the board. Jane is retiring in February after 40 years of service to the State of Iowa, and this was her last board meeting.



# SALES & MARKETING

## Customer Spotlight: DAS & IPI - Partners For A Greener Iowa

The Department of Administrative Services and Iowa Prison Industries have teamed up to introduce Green cleaning products to the State of Iowa's Capitol Complex. IPI is ecstatic to have the opportunity to provide cleaning products and service to the State of Iowa.

The goals of Green Cleaning are to protect the health of the cleaning professional, the health of the building occupants and the environment (air, water and atmosphere). This supports Governor Culver's "Green Government" initiative. IPI's new TerraGreen line of cleaning products meets these goals.

During January and February, Sales Representative Dino Costanzo will convert all the buildings on the Capitol Complex to IPI Mitchellville's new line of

green chemicals and dispensing equipment. This is a large undertaking, and it has been made possible by the support of DAS Facilities staff Tim Ryburn, Bonita Lane, Tony Pavon and Bill Gartner as well as the entire DAS custodial staff. All custodial staff receive on-site training on the chemicals and equipment.

Currently, IPI offers six products with environmentally responsible product credentials in its TerraGreen product line, five of which are Green Seal Certified. Products include a glass cleaner, a general-purpose neutral cleaner, a degreaser and several floor care products; other chemicals may be introduced in the coming months. Please visit IPI's web site at <http://www.iaprisoinind.com> for specific product details.

## Sales Team Kept Busy At Trade Shows

IPI exhibits at 10 to 15 trade shows annually as an avenue to reach both existing and potential new customers. Trade shows offer an excellent opportunity for customers to see IPI products and to meet their sales rep.

The fall months are historically the busiest time of the year for trade shows and this past fall was no different. From August through December, IPI manned booths at the following conventions:

- American Corrections Association
- School Administrators of Iowa
- Iowa State Sheriffs & Deputies Association
- Iowa League of Cities
- Iowa Library Association
- Iowa Corrections Association
- Iowa Association of School Boards
- Iowa State Association of Counties

Several improvements were made to IPI's exhibits this past year. New stand up banners preprinted with IPI's product guarantee and mission statement were purchased to use at all trade shows. PowerPoint presentations displaying photographs of products are shown via a projector and large screen. Anamosa produced several large banners to hang in the booths as well. Door prizes and direct mail efforts are also used to draw attendees into our booths.

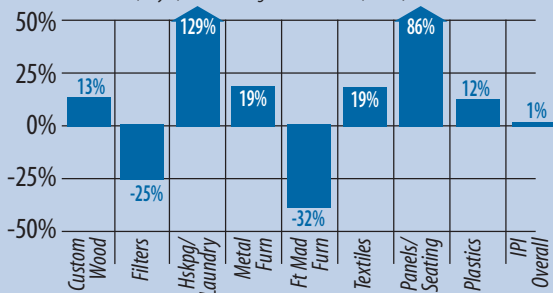


Left: Iowa League of Cities show. Below: Iowa Library Association show.



### Sales Report Card

#### Sales Change From FY 07 to FY 08 (July 1, 2007 through December 31, 2007)



Also showing YTD increases are Sign at Anamosa, Tourism at Fort Madison, Imaging at Mitchellville and the Central Canteen at Newton.

#### 2nd Quarter New Customer / New Project Orders

(For a complete list contact the Des Moines office)

Customer	Products	Sales
Everly Library	Library Furn	\$30,468
Manning Library	Library Furn	\$29,356
Camp Courageous	Dorm Furn	\$26,120
U of IA Purchasing	Office Furn	\$23,674
Muscatine Co Court	Office Furn	\$18,759
Pella Christian HS	Library Furn	\$16,166
DNR Lewis & Clark Park	Grills	\$11,648
Waterloo Museum of Art	Tables	\$6,529
Spalding Catholic Schools	Tables/Chairs	\$6,250
5th District DOC	Lockers	\$5,960

#### 2nd Quarter New Customer Sales By Sales Rep

Dennis Barry	\$57,087	Scott Klinefelter	\$78,142	Michael O'Brien	\$182,020
Kevin Peterson	\$1,711	Dino Costanzo	\$0		

#### YTD Customer Satisfaction Card Results

(July 1, 2007 through December 31, 2007)

	Excellent	Good	Below Average
Sales Representative Knowledge	87.1%	12.4%	0.5%
Timeliness of Delivery	75.7%	21.2%	3.1%
Delivery Service	81.3%	17.0%	1.7%
Quality of Goods	83.1%	16.3%	0.6%
Value for Money	84.0%	15.0%	1.0%
Question/Problems Handled Promptly	87.0%	12.3%	0.6%
Average	82.6%	16.1%	1.3%
	Yes	No	Maybe
Would you recommend us to others?	97.2%	0.5%	2.3%

# Employee Spotlight: The Elder Statesman Of Sales

Scott Klinefelter has the distinction of being the longest tenure employee in the Sales & Marketing Division of Iowa Prison Industries. He has been employed by IPI since October of 1998 and will reach his ten-year anniversary this October. IPI snatched him away from the food brokerage business where at one time he was known as the “King of Ketchup.” He has worked the Capitol Complex in Des Moines and now covers Des Moines Public Schools and the western half of the State geographically.

Scott has put in countless hours of volunteer work with his National Fraternity helping new chapters succeed as a consultant and a National Executive Officer. When not pushing the IPI product offering, Scott enjoys spending time with friends and family and helping out his parents in Waterloo. He is also an avid supporter of UNI athletics as well as the University of Iowa.

Scott has done a great job in building relationships with his customers and fulfilling our Mission Statement by being

dedicated to providing Exceptional Service, Reasonable Prices and Quality Products. Thanks Scott for all your dedicated work for IPI.



## MITCHELLVILLE

### Mitchellville Cares!

Dolls and pajamas at IPI Mitchellville??? They're all a part of IPI's ongoing efforts to help offenders give back to the community.

MV Panels & Seating employees were proud to assist with Gov. Chet Culver's holiday giveaway for underprivileged children by designing and sewing pajama outfits for 50 dolls. We can only hope that the children who received the dolls enjoy them as much as the women who worked on them did! One MV inmate said, "I got a lot of joy out of sewing the doll clothes. Just knowing that the dolls were going to little ones who would appreciate them made me feel like I was doing something positive."

In keeping with the pajama theme, IPI Mitchellville's newest community service



project involves processing hundreds of pairs of pajamas donated for "Helen's Pajama Party to Protect Women."

After the IPI women sort and tag the pajamas, they will be sent to domestic violence shelters across Iowa. Each pair of pajamas is sent with the message "There are lots of people you've never even met who are all pulling for you!"

### Worker Appreciation Party

On December 24, IPI Mitchellville thanked its workers for another successful year. Following Mitchellville tradition, staff fed the workers until they could not eat anymore.



Inmate Sandy Frank enjoying a peanut cluster.

We served breakfast pizza, banana splits with every topping imaginable, holiday cookies, fudge, peanut

clusters, candy, chips, dip, meat, cheese and crackers, punch and more candy.

After everyone had seconds (and sometimes thirds), the workers returned to the institution for a long winter's nap.



IPI staff Mike Spooner and Karyn Hartwig-Evans gear up to feed the troops.

### MV On Track For Record Year

With half of FY2008 completed, Mitchellville Panels & Seating has realized an 86% increase in sales over FY2007. Combined with a 12.3% increase for the Plastics Division, a 2.5% increase for CD Rom, and steady sales for Printing, the Mitchellville IPI Plant has netted a total of \$1,933,503 in sales for FY2008. This represents a 47% increase over total sales for FY2007.

### Going Green

As part of IPI's commitment to offering quality products that respond to our customer's needs, IPI Mitchellville has introduced a line of environmentally-friendly chemicals.



In addition, Mitchellville Plastics Division is researching a new line of biodegradable bags, which we plan to begin producing before the end of FY2008. By offering both of these new "green" product lines, IPI Mitchellville continues its dedication to providing competitive products.



## Shop Spotlight: Sign Division

This month's spotlight is on the Sign Shop. The name Sign Shop does not do justice to the variety of products that are produced in this division. In addition to the normal MUTCD (Manual of Uniform Traffic Control Devices) signs like a stop sign or a yield sign, the shop also provides customers with decals, vehicle striping, post and posts hardware, road construction barrels, snow fencing, banners and specialty signs.

In the Sign Shop, sales are typically in the \$2-2.5 million range so it is one of our larger divisions. The shop staff and inmates have completed training on a new digital printing system. Because of the ability to do higher end graphics, the shop has been able to complete projects that would have been beyond our capability in the past. Also because of the way the graphic is generated on computer, we will also be able to easily provide replacement signs down the road. The ability to print banners is generating orders for us already. An area of the shop is being remodeled to facilitate the digital printer and its supplies.

To get the word out for our signs, we attend several trade shows and conferences throughout the year. The biggest event for the Sign Shop is the County Engineers Show held every December in Ames. Jeff Otting and Tammy Diesburg attend this regularly and enjoy the many positive comments of the customers. It also is great to be able to put a face with the name as most of our orders are taken over the phone or fax. Recently Ann Baughman was able to add a sign



The Sign Shop runs smoothly due to the dedication of staff (from left to right) Jamey Klostermann, Mark Merfeld, Greg Hart and Jeff Otting.



The large format printer (above) allows the Sign Shop to produce high-quality, full-color, large-format signs and banners (below).



section to the web site. It includes samples of the different types of products the shop produces. An ongoing project is adding all the MUTCD signs to the site. A picture is worth thousand words and having a customer be able to see the sign they are ordering should make the ordering process go smoother.

## Sales Steady, Shops Busy Preparing For Summer

We have survived the holidays and are ready to see a start to the summer orders. Staff enjoyed a pizza lunch Friday December 21 and was able to spend time with family. Through December, sales at Anamosa are a little under 2% behind last year with sustainable income at \$389,936. Various shops are working toward realigning their programs. While challenging, the process has went well with a lot of planning and hard work. Seeing how other divisions are operated has been a learning experience and sharing of information has helped us to be a better work program.

## Anamosa Hosts Various Tours

Anamosa hosted several groups over the last quarter. On October 1, representatives of Idaho Correctional Industries toured and looked at the Global System. Likewise, on November 8, Missouri Correctional Industries sent eight people to spend two days evaluating the Global Software operating here. On October 16, Linn County purchasing toured our shops and looked at the variety of services and items we have available to them. On November 14, IPI hosted a sign conference for twenty customers. The program was a full day including touring all shops and highlighting the Sign Division. A lunch was provided, and in the afternoon 3M held a discussion on specifications and retroreflectivity standards.

### Recent Customer Testimonial:

#### Iowa City CSD: Library Furniture

"We are back at it here in the Iowa City CSD – our first day with kids! Our new 'tech classroom' looks wonderful – the tables are perfect."

– Cindy Kunde, Media Specialist - August 2007

## Changes On The Horizon

Over the next few months there will be several positive changes in our Furniture and Textile Divisions; these changes will add offender jobs which IPI is challenged with to train offenders in a marketable skill so they can be productive citizens upon their release. This will also increase our workforce by adding two new staff to the IPI payroll.

### Furniture Division:

We will be opening a new operation at Mt. Pleasant that is currently located at Rockwell City. Moving the Rockwell City operation to Mt. Pleasant will have a positive financial impact on our Furniture division. The current location is approximately 283 miles from our Fort Madison operation, whereas the new location at Mt. Pleasant would only be 38 miles. With the ever-increasing gas prices, this is a good move. Additionally, Mt. Pleasant currently does not have an IPI program and they have a need for offender jobs. The last traditional industry at Mt. Pleasant operated from 1975 to 1983. This will create two new staff positions and up to 40 offender jobs. The two staff positions have been filled by Jeff Bailey, Supervisor, and Laurie Cochran, Industries Technician, and they will begin work on January 25th. This operation will assemble and perform finish work on the majority of our dorm beds and wardrobes along with some of our standard line products. Precision cuts will remain at ISP max along with our custom wood, which continues to grow and expand, and our refinish operation.

Storage of raw material and finished product will be in our Fort Madison

warehouse, which is almost a 40,000 square foot warehouse. In this warehouse we also have our Holzma panel saw and glue press that will remain at this location. On a business sense this is where all of our raw material is located, there is less movement of material and once the material is cut it moves to one of the plants (Fort Madison or Mt. Pleasant) for assembly and finish.

Fort Madison is looking forward to a new prison and a new industries operation. Our current building is very old; it was built in 1922 with additions added and completed in 1932. This building consists of 5 floors and 3 of the floors are used for production and 2 floors are for storage. It is very costly to run the operation under the current set up. A new building on one level will enable our operation to have a steady flow of production, fewer security risks and have a positive financial impact on this division that has continued to struggle to survive each year.

### Textile Division:

Over the next few months the jean operation of the Textile division will move to the Mitchellville IPI facility. Traditional textile products will remain at the Fort Madison division. The move of the jean operation is a win-win for both Fort Madison and Mitchellville. For Fort Madison it gives us the space to expand not only the traditional flat goods (sheets, mattresses, pillowcases, coats, t-shirts, etc), but also expand in an area that IPI has not tapped yet, which is the embroidery business. Currently the textile operation has a 6-head embroidery



The embroidery machine (above) is being upgraded to allow Textiles to embroider both text (below) and more complicated logos.



machine that allows us to perform simple embroidery operations. Additional software will allow us to digitize and embroider logos, which we do not have the capability of doing now. Ray Reyes is currently working with our vendor on getting the needed software to perform this function. This division would be able to embroider school and university apparel, backpacks, briefcases and tote bags with their logo.

## Tourism Remains Profitable

Tourism is our service division and our only division here at Fort Madison that has been profitable every year. We have had, and continue to have, a successful contract with Department of Economic Development answering their 800-tourism line and processing outbound mailings. There is potential in this division to expand in mailing fulfillment and call processing. Three of the offenders from this division have cross-trained into the embroidery operation, and they have self taught themselves to perform outstanding work on this piece of equipment as formal training was never provided since the machine was a used piece of equipment.

### Recent Customer Testimonial:

“Bob delivered the table this morning and it looks great! The finish and color are exactly what we had hoped for. Please pass along to the person(s) who did the re-finishing that they did a fantastic job restoring the table. Hard to believe it’s the same table. We will be sure to mention to others the wonderful work IPI does with re-finishing furniture.”

– John & Karen Clark - December 2007

## Celebrating 20 Years of Service!

Let us all take a moment to reflect on the above statement. Twenty years is a long time for anything. But twenty years of continuous service for the Department of Corrections is absolutely an incredible accomplishment. We congratulate Deanna Cross for crossing this milestone. Deanna began her career on October 23, 1987, serving as a correctional officer for ICIW. After 12 years of continuous performance, Deanna became a member of IPI's staff at NCF. Ms. Cross performs a variety of useful tasks for our successful Canteen Division. Along with her extensive experience, Deanna brings a unique humor and great attitude to work each and every day. These are but a few of her positive attributes.

Deanna's plans are to continue providing assistance to the Canteen Division. An ultimate goal is to retire from the DOC and be able to say, "I survived!" Although this statement is intended to be humorous, Deanna has been so much

more: She's thrived, and we all have benefited! That's service that counts. We wish her well.

### **P.S. We definitely want to share the following true story with our readers:**

Roger Baysden visited us recently. Much to Deanna's chagrin, she was requested to "step into the office" for a few minutes with Roger. Profound silence aerated the room. The tension was indescribable. The silence was finally broken with these few words from Roger. "Deanna," he began, followed by what must have seemed like a never-ending pause, "I wanted to inform you that you are currently under investigation." Something extraordinary was finally realized that unforgettable day. Deanna was completely speechless. The look on Deanna's face that moment could be compared to the appearance of a deer when it stares directly into a set of car headlights late at night. Roger, kindly,



Deanna Cross receives a plaque thanking her for her service the State. Pictured from left to right: Matt Butler, Chad Squires, Dale Schwickerath, Deanna Cross, Roger Baysden and Shawn Preston.

quickly followed with, "You are under investigation to determine how it's possible for you to have stayed in Corrections for 20 years". One could actually feel a warm breeze flow through the room as the tension broke! Needless to say we are happy to inform everyone that Deanna has fully recovered from her "close encounter" with Mr. Baysden.

## Tasty Treats!

Those two words describe what IPI's incarcerated employees recently experienced. December historically is a busy month with the holidays, but we took time for the doughnuts, peanut brittle, and fudge that blanketed two large tables. Milk, chocolate milk and orange juice washed down all the goodies. Everyone was completely full and well pleased with the generosity they received. Our



employees are highly valued for the hard work they perform. The photo vividly portrays the memorable day.



Our inmates recently completed a very visually dramatic project right here at Newton. We take pride in the quality of our work, and this artwork certainly testifies to that fact. Two murals were created within the IPI Newton facility to present some of the products and services we offer. And no, that is not a real truck you are looking at but a very realistic drawing!

## Happy Holidays for All

Sometimes we take for granted the simple things in life. Yet it is those very things that add to the quality of our daily lives. This is measurably apparent with Iowa's offenders. A Christmas gift package was delivered to each offender compliments of IPI. Each gift bag featured a ramen noodle soup, beef stick, Chick-O-Stick and condiments. It was our way to thank each of our customers for their

patronage. We would like to share two offender comments regarding this year's gift package:

*"I want to send a very special thanks to IPI in Newton for the season gift package given to us on the 20th of December."*

*"Thank you for the Christmas gift. To extend such a small act of kindness in a situation full of regret and stress. Thank you very much."*

## Nike Shoe Program Announced

The Central Canteen now offers a new women's Nike shoe. The T-Lite V series is a stylish walking shoe designed to comfortably meet the needs of Iowa's female offenders. Full ranges of sizes including half sizes are available. Like our other special shoe promotions, there will be a sixty-day time limit in ordering. Initial sales indicate this shoe will be well received.



# BUSINESS OFFICE

## IPI Historical Statistics

In each newsletter, there is always much comparison of the current fiscal year to the previous fiscal year. While this is a valuable tool to gauge our yearly progress, taking a look at IPI over the last 20 years really shows how much IPI has grown.

FY	Total Sales	Profit/(Loss)	Average # Of Inmate Employees	Inmate Contact Hours	Annual Productivity Per Inmate	Average IPI Staff
1988	\$6,728,285	256,235	292	525,308	\$23,042	63
1989	\$7,635,756	633,037	264	474,936	\$28,923	65
1990	\$7,463,546	120,996	279	501,921	\$26,751	66
1991	\$7,910,415	264,349	258	464,142	\$30,660	66
1992	\$7,838,082	431,357	246	473,058	\$32,156	64
1993	\$8,821,510	215,660	258	496,134	\$34,192	60
1994	\$10,330,073	787,859	281	505,800	\$36,762	64
1995	\$10,602,302	910,825	299	538,200	\$35,459	68
1996	\$13,176,709	2,908,614	347	624,600	\$34,973	70
1997	\$10,531,420	211,165	310	564,774	\$33,856	74
1998	\$12,823,937	1,177,554	323	607,113	\$39,703	75
1999	\$12,373,677	166,956	334	626,131	\$37,047	76
2000	\$14,841,110	1,376,615	328	658,269	\$45,247	80
2001	\$13,333,308	10,247	333	647,598	\$40,040	89
2002	\$13,386,781	(1,063,259)	316	648,749	\$42,363	84
2003	\$15,291,186	(71,199)	328	658,168	\$46,619	76
2004	\$16,483,191	332,976	365	774,622	\$45,159	78
2005	\$19,582,132	401,110	410	811,522	\$47,761	78
2006	\$19,095,222	279,018	351	692,969	\$54,402	81
2007	\$20,398,056	976,907	390	806,026	\$52,303	84



IPI Business Office Staff (left to right, bottom to top):  
 Sandy Bunce: Accounts Payable, Fixed Assets  
 Cathy Benedict: Business Manager  
 Ruthie Weideman: Purchasing, Report Writing  
 Cindy Reck: Purchasing  
 Pete Quackenbush: IT  
 Grace Kurt: Accounting  
 Ann Noska: Accounts Payable, Accounting  
 Pam Kray: Purchasing  
 Kathy Jaeger: Accounts Receivable, Travel Processing

For more historical statistics, please take a look at our Annual Report! It is available for download from the IPI web site, or contact Ann Baughman at the sales office for a hard copy.

# ROCKWELL CITY

## Hundreds of Novelty Items Produced

WOW! What a busy last couple of months. We have been manufacturing a lot of different items in Rockwell City IPI the last months of 2007. During November and December we manufactured 100 helicopters and 200 train sets, which were sold at the Holiday gathering at the Capitol in December. What a lot of trains; I think most of us here in RWC went home during that time and dreamed about trains.

Also in December the construction of the new warehouse was completed with the exception of a few minor things left to do. We should be able to start using it before spring rolls around. Generally RWC has been busy keeping orders going,

meeting customer delivery dates and producing quality items. We are looking into some new ideas to increase the IPI product line and maybe you will see some of these in the near future. We at Rockwell City wish all of the IPI Employees and their families a happy and safe 2008.



Above: A train set produced by RWC inmates. Below left: RWC's new warehouse. Below right: Inmates assemble toy wood helicopters.



# DES MOINES

## Inmates Install Playground Equipment

Moving & Install was contacted by Welch Industries to help with the installation of playground equipment and Welch rubber tiles at Aurora Heights Elementary School in Newton. Welch Industries had five installers, and Iowa Prison Industries provided one staff and four inmates to assist.

The IPI crew jumped right in and started unwrapping the playground equipment and assisting with the installation. The project included one set of playground equipment, one set of climbing walls, one set of fitness equipment and a set of swings. After all the equipment was installed, we installed the rubber tiles. The rubber tiles are made in Carlisle, Iowa, from old tires; 90% of the tires come from Iowa and the other 10% come from surrounding states.

This project was very labor intensive, but to see the look on the children's faces as they took time to come out and see the progress of the installation made it worthwhile.



## Surplus Holds Toys For Tots Competition

This past holiday season, Surplus was given the opportunity to partner with the State of Iowa's Toys for Tots campaign to assist them in obtaining toy donations. During the donation period, Surplus tracked all State of Iowa employee novelty purchases that were going to be donated to the Toys for Tots campaign. Once all the purchases were tallied, Surplus donated a large rocking horse to Toys for Tots on behalf of the state agency with the most toy purchases from Surplus. This year it was a tie between the State Ombudsmen Office and the Department of Revenue. IPI Surplus would like to thank both departments for their support of both the Toys for Tots campaign and IPI. We look forward to helping out this campaign next year as well.



The Toys For Tots donations leave the Capitol Complex on December 14th.

### Recent Customer Testimonial:

#### IPERS: Move & Installation Project

"Sean and Bob have both been great to work with and have always gone out of their way to get the job done for us here at IPERS. I recommend them all the time to other State agencies and will continue to call them first whenever I have a big or small project."

## ON THE LIGHTER SIDE



### Birthdays

Make sure you jot down these upcoming birthdays so you can make sure they have a great day!

#### February

- 1 – Kim Zimmerman (AN)
- 2 – Cindy Reck (AN)
- 7 – Ruthie Weideman (AN)
- 19 – Pete Quackenbush (AN)
- 21 – Jed Kinion (AN/Farms)

#### March

- 9 – Sandy Bunce (AN)
- 11 – Scott Darr (MV)
- 21 – Mark Meinhardt (FM)
- 22 – Russ Behrends (AN)
- 23 – Darcy Austin (AN)
- 23 – Tammy Luchtenburg (AN)

#### April

- 1 – Becky Munoz (FM)
- 4 – Mike Kuper (AN)
- 10 – Ray Miller (FM)
- 10 – Jane Ross (DM)
- 14 – Gary Sievers (AN)
- 22 – Mark Merfeld (AN)

Please submit any personal news you would like included in the IPI Newsletter to your plant manager or to Ann Baughman at the Sales Office.