



**Congratulations** on your anniversary with Colony Brands. The dedication, passion and hard work that you have given our organization for so many years is truly inspiring.

It is because of team members like you that our company has achieved almost 95 years of success. Your contributions enable us to fulfill our values, purpose and mission day after day. For this, you should be very proud.

On behalf of the Kubly Family and the Colony Brands leadership team, I wish you much continued success in your career and all the best for a lifetime of good health and happiness for you and your family.

**Bob Erb** | President & CEO | Colony Brands, Inc.



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**Shirley Ackerman** began her 30-year career in November 1990 in the Cassville Call Center where she was one of the first to become a Rep 5. After driving in inclement weather for many years, Shirley became a home agent so she could continue to resolve customer issues from the comfort of her home. Shirley would like to recognize her past supervisor, Chris Pike, who was always very supportive when an employee had a concern.

**Dave Block** started his 30-year career in the Bakery where he is currently a Baker.

**JoAnn Colden** started with the company 30 years ago on November 12, 1990. Today, JoAnn is a supervisor in Monroe Fulfillment.

**Cathy Crubaugh** started as a Proofreader in the Catalog Development Department in August of 1985. Over her 35-year career, she has been promoted through the ranks, and is currently a Catalog Project Management Director in what is now called Creative Marketing Services. She appreciates the flexibility she has been given during times when her family needed her.

**Betty Anderson** began her career 35 years ago on October 6, 1985 in the Bakery where she continues to work today as a Bakers Helper II.

**Penny Bartosik** started her 35-year career as a part-time employee in July 1985 in the Cut Cheese Department. In 1988, she was hired full-time in the Club Room. In 1994, Penny transferred to the Bakery where she continues to work as a Machine Operator.

**Cheryl Blosch** started working 25 years ago part-time in Data Entry while still in high school. In 1990, she became a regular full-time employee. She has moved around within the Data Center from Data Control to Computer Operations to Technical Services and is currently in IT Operations. Cheryl enjoys the wide variety of work, and feels the company is very family friendly. She has special memories of helping with the Christmas decorating in her department where they always try to top the previous year. Putting a smile on someone's face is a goal she learned from her grandpa as a child.

**Eric Diemer** started as a seasonal employee in the Packing Department 35 years ago. After working seasonal in the Bakery, Eric was hired full-time in the Maintenance Department, and hasn't looked back since. Roughly 30 years of Eric's time in Maintenance was working with John Mitchell who retired last year. Some things that stand out to Eric during his career are the good people and friendships he has developed over the years.

**Doris Bechtolt** started 35 years ago in the Drop Ship Department in October 1985. In 1987, she transferred to Accounting where she worked until she retired in 2013. Deciding retirement wasn't for her, Doris returned to the Colony and is currently working in Order Processing. Doris is glad she can work close to home and continue to enjoy the great benefits and everlasting friendships she has made over the years.

**Bryan Buri** began his 35-year career in May of 1985 as an Assistant Supervisor in the Monroe warehouse and cooler storage area supplying food components for production/packing. Bryan was promoted several times throughout Monroe Fulfillment and is now a Distribution Manager. Things Bryan appreciates about working here are the great benefits, the health and wellness programs, BDC's, training opportunities, company events, and that the company is community focused. He considers himself fortunate to have had a good job working for a great company his entire career in his hometown.

**Corrie Flannery** began her career 25 years ago in the Human Resource Department in June of 1995. In June of 2007, she transferred to IMS and is currently a List Services Specialist.

**Peggy Frint** started with the company 40 years ago on June 2, 1980. She is currently a Sr. Manager in Merchandising.

**Dan Berg** started with the Data Center 25 years ago in October 1995 where he is currently a Sr. Systems Analyst. Dan enjoys learning new technology and working with great people in many departments from the Data Center, to HR, Payroll, Accounting, Bakery, Fulfillment and more.

**Sharon Buri** Sharon Buri began her 40-year career in the Bakery two weeks after her high school graduation. For the past six years she has worked as a technician in Bakery Research and Design. Sharon says the best thing about working here are the people. She also appreciates the many opportunities her job has afforded her. Sharon would like to give a shout out to Renita Coyle for always encouraging her to learn, and to Gwen Penniston for sharing her knowledge of the Bakery which helped Sharon to achieve her current position. Sharon also met Bryan, her husband of 28 years, while working here.

**Deb Davis** started in April of 1985 as a shared secretary to Becky Jewett and Jim Liermann. Through her 35 years she has assisted many executives – Randi Lawrence, Janna Marshall, John Baumann and Gary Schwager, and is currently the Executive Assistant for Russ Davis. The part of the job description that says "all other duties as assigned" gave Deb experience in many areas of both the food and non-food businesses. One of her most interesting, and challenging, was serving as a part-time merchandiser for Ginny's in the early years of its existence.



**Judy Fowler** has worked her entire 45 years in the Accounting Department. She started in 1975 under Dick Becker and became the Executive Assistant to Jim Ramsey in 1977. After Jim's retirement Judy assisted Don Hughes, Bob Erb, and now Tom Newell in the CFO position. Judy said that while Jim could be difficult to work with at times, he was highly intelligent, and she gained a vast amount of knowledge while working with him. Judy feels Colony Brands is a wonderful, family-oriented company and they treat their employees very well. She appreciates the great benefits package along with many other incentives. Overall, she feels it is just a wonderful place to work.

**Ruth Hebler** started in our Savanna location in October 1990. She worked in Monroe for a couple years and has spent the past 10 years working in Clinton Fulfillment. Ruth has had the pleasure of meeting many people and making new friends over the past 30 years. She said she'd tell anyone looking for employment to apply here.

**Debra Jensen's** career began with the company 25 years ago in the Data Center as a Computer Programmer in the S&P list group. Deb has remained in this area being promoted to Systems Analyst and her current position of Sr. Software Developer. She enjoys the opportunity to grow and learn various skills and to develop a fun team environment with her co-workers.

**Addie Fulton** started as a Paste-up Artist in April of 1985, then worked closely with Ritch Miller in the Pre-Internet Department altering images. She eventually applied for and got a position as a Web Designer in Creative Marketing Services and has been there ever since. Addie thanks her two supervisors over the years, Char Paulson and Ritch Miller, for being great supervisors who are very understanding and have an amazing attention to detail. Over her 35-years with the company, Addie says flexibility and new technology in the Internet arena has kept life interesting. She also wanted to mention she gets to work with the most creative people every day!

**Kerry Hinton** has been working in the Bakery since May 1990. Over his 30 years with the company, Kerry has enjoyed the discounts and memories of working a lot of overtime after the freezer fire in Madison.

**Hershel Jackson Jr.** started as a seasonal Customer Service Rep 25 years ago. After seven years, he was hired full-time in Computer Operations on third shift and five years later moved to first shift as an Operator/Tape Librarian. Hershel enjoys his co-workers and the many booster events and activities. One such activity being his first time playing golf where he was paired with Bob Vig and Cheryl Blosch who said he was a natural. Hershel also appreciated Lita Sutherland's encouragement to become a Rep5 his first season in the call center which did wonders for his self-confidence.

**Julie Genin** started in February of 1990 as a Graphic Production Artist for Swiss Colony, but since has worked on support production for all companies, designed a hummingbird afghan for Ginny's, did label designs for Country Door, was the Assistant Project Manager when Our Weekends, now Monroe & Main, was created, and is currently Project Manager for Midnight Velvet. Julie has enjoyed showing some of her artistic talents and ideas over her 30 years with the company. She also appreciates her co-workers, 4-day work weeks, employee sales, booster discount certificates, gain-sharing checks, and the company's forward-thinking mentality. Julie has special memories of Forrest Kubly who used to stop by her desk on his way to his office with a "Hello Poppy" which was Julie's nickname from Forrest because she loved to eat microwave popcorn at her desk. She and her husband even attended a Badger hockey game with Forrest and his wife Mimi.

**Theodis Jones** started in the Bakery 30 years ago in September 1990 and is currently a Baker.

**Matt Krattiger** began his career 30 years ago on August 6, 1990. He initially worked in the Messenger Department and is currently a Systems Administrator in the Client Support area of Open Systems.

**Julie Kruse** began her career in the Bakery 35 years ago on July 14, 1985 where she is currently a Machine Operator.

**Lorie Hanson** is celebrating her 40th anniversary with the company. She has worked in all areas of the Bakery and was promoted to a supervisor in the bake-and-fill area in 1987. Lorie enjoys working in the baking side of the business and appreciates her co-workers of past and present. She also enjoys the employees and our company benefits.

**Bill Holland** started 40 years ago as a seasonal employee in the Shipping Department in April of 1980. He was eventually hired full-time with Maintenance and continues to work in the fulfillment building. Bill enjoys the great benefits and nice people he works with. Bill's dad, who also worked for Colony, was his mentor and told him to always work any overtime hours offered. Bill feels this did open a lot of doors for him.

**Mary Klopping** started as a temporary employee in Customer Service and Telecommunications 35 years ago. In 1986, she was hired full-time in HR and has been with the Benefits Department since it was created in 1999. Mary has had two managers in her career, Sally Mitchell, who taught her pretty much everything she knows, and currently Tracy Meier who she has great respect for and hopes to work with until retirement. Mary says her co-workers, who are also good friends, make a great team and everyone helps each other out when needed. Mary appreciates that the company is very generous and helps support local communities.

**Jacqueline Lincoln** began her career with the company 30 years ago on November 5, 1990. She has worked in Special Buyers, Monroe Contact Center and currently works as an Analyst in the Contact Center Administration Department.

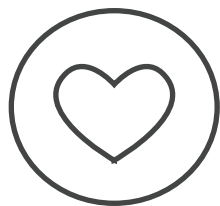
**Hong Lu** first came to the U.S. in June of 1980 and started in the Bakery in August of that year. Over his 40 years with the company, he has enjoyed making new friends, joking with people and generally having fun with everyone. He feels the company is very friendly and has a great environment. Hong would like to thank Dawn Hoesly, a recent retiree and friend, for helping to make his job easier and more comfortable.

**Cindy Rekenhaller** started 30 years ago as a janitor in Savanna. She didn't feel challenged in that position and asked what else might be available for her. She became a utility set-up/line supplier and the following season became a line lead until the flood closed that facility. She then transferred to the Clinton QA Department where she currently works. Cindy has referred many people to our company and says she enjoys seeing the returning employees and meeting new people. She thanks Louise Kallemeyn for being her mentor in Savanna, and Lynn Mathison for making her feel welcome when she transferred to Clinton.

**Katherine Spring** started 35 years ago in the Bakery where she is currently a Baker. Katherine appreciates her lead, Lorie Hanson, who is not only her lead, but also a friend.

**Roger Leu** started 35 years ago as a Cycle Counter in Fulfillment and worked in a PUP position with the Photo Studio for a couple years before becoming full-time in the Studio. In 1993, he joined the Print Production Department where he continues to work. Roger has enjoyed the work environment and his co-workers along with the opportunities offered for advancement over the years. Roger remembers working with Jim Glessner to be the buffers between the research kitchen and Horst as sometimes they had different ideas and opinions on food product. Roger's time in Print Production has led him to make a lot of internal and external contacts that make work very exciting and challenging.

**Sheri Meritt** worked as a seasonal employee in the Bakery while attending college. In August 1990 she came back as a seasonal employee in Special Projects Customer Service becoming full-time in 1992 and eventually transferring to the Bakery where she continues to work. Over her 30 years with the company, Sheri has enjoyed our benefits, 4-day weeks, Booster Discount Certificates, and being close to home. She enjoyed working with Ann Hunter in Customer Service, and Franz Engesser in the Bakery. She thought Franz was scary when she started, but soon found out he was a great boss.



**Grace Kufahl** started as a part-time Customer Service Rep in September of 1990, then moved up to ACD Monitor, Trainer, Training Coordinator, Assistant Supervisor, Supervisor, Call Center Manager, and is currently Manager of Call Center Systems. Grace feels Colony Brands is a very friendly, family-oriented environment that really cares about their employees and local communities. She is fortunate that over her 30 years with the company, she has always had good bosses, and has learned something from all of them, especially Ann Hunter, Kim Kopp and Brad Newcomer.

**Kaci Nall** started 25 years ago as a seasonal employee in Shipping while still in high school. For five years, she worked in the Bakery during the summer and/or Shipping during the holidays. In 2000, she worked as an Order Taker over the holidays, and was hired full-time in the web content area of the Internet Department where she remained for 15 years. In 2015, she became a Web Merchandiser. Kaci appreciates the benefits, opportunities to volunteer, our free clinic and condition management program, the employee discounts, bonuses, and so much more. She will forever be grateful for her first manager who hired her one week after receiving her computer degree. The timing couldn't have been more perfect.

**Michael Tonstad** began his career 35 years ago. He has worked in Madison Production, Madison Clerical and is currently in Order Processing.

**Linda Liphart** started 40 years ago in the Bakery where she is currently a Utility Worker. She has seen the Bakery grow with new machines and different products. Linda enjoys the benefits offered and that the company is very health conscience.

**Darrell Oberman** started his career with the company 30 years ago as an Order Taker in Clinton. Since then, he worked production in Clinton for Seventh Avenue, worked in Monroe Production, helped with Spillsbury and Just Nicki in Davenport, worked in DeWitt as a Production Supervisor for ten years, helped with the Durdy Looks kick-off in DeWitt, was on the WMS team in Madison Fulfillment, helped set up the Peosta and Comanche warehouses, helped train new employees in Sun Prairie, and is currently Operations Lead/Trainer in Clinton Fulfillment. Darrell says the Colony is a great place to work with many opportunities. He thanks Sheila Berrey, Jeff Antos, Kevin Hintz and Joan Grant for helping him become who he is today.

**Laurel Schliem** started her career in Accounting in January 1980. In 1998 she transferred to IMS Marketing Services where she is currently a Customer Acquisition Specialist. What Laurel likes best is the people she works with because after 40 years, they are like family. She continues to keep in touch with many who have left the company.

**Marcia Schmitt** began her career in DM Services 30 years ago as a Credit Analyst/Collector. She has since been a Collection Lead, Assistant Supervisor and is currently Shift Supervisor. Marcia says this is a great place to work and appreciates the flexible hours and work/life balance she has been able to maintain. Matt Wichman and Cary McNatt interviewed Marcia, and she says they must have made quite an impression on her since she's still here! She also feels blessed to have Dawn White as not only her mentor and closest confidant, but one of her dearest friends!

**Tim Williams** began his career 35 years ago in September and has worked in Payroll and Accounting for his entire career with the company.

**Deb Wooton** started 25 years ago as a seasonal employee in the Credit Department while still working another full-time job. She continued to work weekends until retiring from her other job and now works during the week as a Customer Service Rep in the Home Order Taking Department. Deb enjoyed her co-workers when working on-site, but was also glad to be working from home when the weather was so cold last winter. She also enjoys the company discounts. Deb would like to give a shout out to Melissa Johnson and Arleen Adrian who are always positive and helpful.

**Jean Schoville** started at the Dickeyville Contact Center in November of 1995 when she was looking for something to do while her husband attended Badger games. Fast forward 25 years, and she is still helping our customers, but during the week now. She enjoys the friendly atmosphere at Dickeyville and appreciates the flexibility in her schedule to accommodate her lifestyle. Of course, the Booster Discount Certificates are always great to make fun purchases!

**Tami Wedig** started 35 years ago in Customer Service right out of high school and continued to service customers for the first 30 years of her career. Tami always enjoyed helping customers by putting herself in their shoes and trying to give them the best experience possible. Every day is different, and she gets to interact with a variety of people. In 2015, she moved to Project Management where she has been fortunate to learn about several other areas of the business. She would encourage people to work here for the flexibility, the people and the opportunities to grow and be whatever you want. As mentors, Tami appreciated her first supervisor, Rosemary Showers, who taught her the value of our customers and how to treat them professionally. Ann Hunter always led by example and was willing to do whatever was necessary to get the job done. And, she appreciates Carrie Baumhover for giving her a chance in the PM area and believing in her.

**Mo Stites** started in the Order Corrections Department 30 years ago. She had the most influential person as her supervisor, Judy Sebranek. She treated everyone fairly and encouraged Mo to continue her career within the company. Mo is currently a Copywriter in the Creative Marketing Services Department. She enjoys the stability of a long-standing family company and the challenges that each department has given her.

**Shirley Wirtjes** started her career as a seasonal Order Taker in the Monroe Call Center in November 1985. During her second season she was promoted to lead, and in 1989 transitioned from seasonal to permanent. In 2001 Shirley transferred to the Planning & Scheduling Department where she is currently a Bill of Materials Technician. Shirley feels fortunate to work the past 35 years for a company where the owners are so generous with employees and the many communities in which we are located. When Shirley was hired, she felt overwhelmed doing a job she was unfamiliar with and is grateful that someone went out on a limb and gave her a shot. This helped her connect when training new hires down the road.

**Lauri Teutschmann** started in 1987 in Human Resources. She also worked in Green County Foods and Payroll. In 1994 she left to be a stay-at-home mom, returning in 1995 looking for a part time job. She was offered a position in Benefits and is still appreciative of the opportunity she had for this life/work balance. In 2002, the position became full-time and Lauri is wondering where the past 25 years went! She appreciates the great benefits, the wellness center, wellness programs, 4-day weeks and recognition programs just to mention a few. Lauri has worked with many people throughout the years and really enjoys her current group of co-workers as they make work life more enjoyable.



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