



**Congratulations** on your anniversary with Colony Brands. Your motivation, passion and hard work year after year are truly admirable and very much appreciated.

Your contributions have a direct impact on the work we do every day to fulfill our values, purpose and mission to meet the expectations of our peers and customers. We are grateful for all you do to move our organization forward each year.

On behalf of the Kubly Family and the Colony Brands leadership team, I wish you the very best in your career along with a bounty of happiness and good health for you and your family, always.

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



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**Charlotte Abplanalp** is celebrating 25 years with the company. She worked in Invoice Audit and Cut Cheese on-and-off between 1978 and 1992. She began full-time employment in 1996 in the Bakery before transferring to Cut Cheese that August where she has been working ever since. Charlotte has enjoyed meeting people, making new friends, and learning multiple jobs. She would tell friends that the company pays good wages and has good benefits. Charlotte remembers Glen Kubly coming to purchase big wheels of Swiss cheese from her father at the Richland Cheese factory when she was a child. Glen got a kick out of seeing Charlotte making mud pies and mud cakes in front of the house.

**John Allen** has been working in Monroe Production for 30 years! He likes the steady work before Christmas. John has enjoyed many of his co-workers throughout the years.

**Lori Andrews** has experienced working on all three shifts in the Bakery over her 25 years with the company. She started as clerical support, then a Maintenance Coordinator, before working in Quality Assurance and is now Food Supply Chain Project Manager. Lori says the best thing about working for Colony Brands is the opportunities individuals are given to pursue professional growths and interests.

**Nancy Axelson** began her career 30 years ago as a customer service representative in Special Projects. She is currently an Assistant Supervisor for Home Order Taking. Nancy likes the diversity her job offers. There are always new things to learn. If she were to refer a friend, she would tell them it is a great company that has been around for almost 100 years, so it has a solid foundation. There are many opportunities to choose from whether full or part-time. She also appreciates the great benefits and friendly people. Nancy says the company isn't just employee-focused, but also family-oriented, and that is a quality she thinks is hard to find in today's workplace. She has special memories when she'd take her small children to the Swiss Colony Outlet store to help spend mom's booster discount certificates!

**Jim Bandt** started his 35-year career in the Madison Production and Distribution Center. He has held many positions over the years and is currently the Manager/Product Owner of Supply Chain Systems at our Monroe Fulfillment location. He is responsible for the Reno Fulfillment Center, PSCI Group and acts as Product Owner for two of the Agile Teams in the Data Center. Jim appreciates the opportunity for growth and was able to take advantage of multiple educational opportunities to finish a degree program. In the early 2000's he had the chance to participate in a leadership role with the first large WMS project. This was a turning point that led to many more growth opportunities.

**Roger Becker** has spent his entire 30-year career as a semi-truck driver, but also helping with straight truck and spotter duties as needed throughout the years. Having contact with most Colony locations and many vendors, past and present, has given Roger the opportunities to make many lasting friendships. He also appreciates the competitive wage scale and great benefits. Merwyn Rose was a great mentor to Roger giving him tips on not only operating and driving a semi, but also general workings of the traffic department. Roger is proud that he never missed a scheduled day of work nor was ever late in his 30 years!

**Eric Benzschawel** started on Valentine's Day 1996 working on the Marketing Data Warehouse. He also worked with Marc Klein on outside client projects for a while. Eric is currently an IT Manager working with the List and Data Warehouse group. The hard-working, family atmosphere has always impressed Eric along with how the company supports local communities and organizations. Eric spent almost his entire 25 years working with Larry Green. Larry has a unique personality; his work ethic, positive attitude and sense of humor are one of a kind. Eric recognizes Larry as a great role model who taught him a lot over the years.

**Doug Bessert** started his 30-year career in the Bakery where he is currently a WMS Coordinator. What Doug appreciates most about his employment is the benefits package.

**Sandra Bessert** has worked her entire 30-year career in the Bakery where she is currently a Utility Worker. Sandra also appreciates the great benefits offered by the company.

**Heidi Brandt** did packing in the Bakery in 1988 while in high school. In 1991, she started as a Clerk in the Circulation Department while finishing school for computer programming. She held several positions in that department until 1999 when she transferred to SCDC starting as an entry level programmer and working her way up to her current position of Business Analyst for the SCDC LST and Data Warehouse teams. Heidi is grateful to work for a family-owned company that considers empowering its employees, supporting its communities, and customer satisfaction to be high priorities. The advantage of being here for the past 30 years is that it has afforded her the opportunity to work with hundreds of wonderful, talented people, and also see how things have changed and progressed over time, knowing she had a part in contributing to the company's growth. Heidi wanted to mention the magnitude of the lift and shift project that moved us to the "cloud". The manpower, planning, teamwork, and collaboration that went into that conversion was nothing short of miraculous. She is proud to have been part of such an important project.



**Peggy Brandt** has worked her entire 30-year career in DM Services where she is currently an Assistant Supervisor. Peggy has referred many friends and family to our company, some of whom are still working here. She says the best part of her job right now is working from home. Peggy credits Marcia Schmitt as her mentor and over the years they have become "work sisters". Marcia gives necessary feedback and always gives Peggy the tools she needs to do her job.

**Brenda Brewer** started her 35-year career in the Bakery where she is currently a Supervisor.

**Scott Clement** started as a temporary employee in Madison Production 35 years ago and became full-time after his first year. He has worked in various capacities in Madison, Monroe Production, Drop Ship, Non-Food Inventory and is currently a Business/Data Analyst in the PLM Department as well as Administrator for our FlexPLM software. Scott feels fortunate that he has been able to explore new things and acquire new skills throughout his career. He feels Colony Brands is a great company that is very customer and community centric and would recommend it as a place to start or continue a career. A couple of Scott's earliest managers, retirees Greg Walsh and Rob Hodgson, were instrumental in letting him explore computers. They were always available to bounce ideas off and answer questions. Scott has enjoyed working Badger Days and hopes we can safely have the event again in the future.

**Christine Coplien** began her career right out of high school working in our Data Entry Department in Freeport. When that department moved to Monroe, Chris was asked to help with keying projects in the Accounting Department. When a full-time position became available, Chris applied and was hired, and has worked her way up to her current position of Senior Accountant. Chris has always enjoyed her co-workers. Her best memory to date is when she received a hand-written thank-you note from Bob Erb for her 40th anniversary! She has never gotten anything like that before. It was wonderful!

**Angie Daughenbaugh** started her full-time career in Human Resources 25 years ago working as an Administrative Assistant for the Executive Director of HR. She was promoted to HRIS Coordinator in 1999 and in 2004 was promoted to HRIS Manager. Angie appreciates the opportunities she has been given to work on many projects over the years which has allowed her to connect with many people throughout the organization. She feels Colony Brands is a family-friendly, community-focused, profitable organization that supports their employees by going above and beyond standard benefits by offering wellness programs to promote a healthy lifestyle. Angie credits Sally Mitchell with helping her understand "HR" by taking the time to explain and assist with working through new processes. Their relationship grew into a great friendship, and eventually turned into a mother/daughter relationship when Angie married Sally's son.

**Susan Droessler** started as an order taker 30 years ago and has worked in outbound calls, as a Trainer, Assistant Supervisor, and is currently a Home Agent. Susan feels this is a great company to work for and enjoys the benefits, flexible hours, and holiday pay. Susan remembers Micky Budworth and Cheryl Blackburn as great supervisors who were always there to help when needed.

**Carol Edgerton** started as a temporary employee in Mauston Production 35 years ago and worked her way up through numerous positions in Mauston and Madison and is currently the Operations Standards Analyst. When Rob Hodgson offered Carol the Operations Standards Analyst job in 2004, she was thrilled. She really enjoys building the detailed standards that are used for planning almost everything for Production. Carol says Colony Brands is fast-paced and ever-changing. A favorite memory is from 1996 when Carol came up with an idea to automate the 3M L-clip tape heads. With Rob Hodgson's help, she developed a rough drawing and sourced the tool and die fabricator and PLC specialist to make the automatic L-clip tapers that are still used in the packing areas and bakery today. This invention has eliminated potential safety issues and saved time and money.



**Carrie Fadale** started 25 years ago on the night shift as the Warehouse Master Coordinator in DeWitt. She transitioned to first shift where she is currently the Administrative Assistant in Clinton Fulfillment. She states Colony Brands is a great company that is flexible, believes in community, has a family-orientated atmosphere, and supports its employees.

**Donna Fenn** started 35 years ago as a temporary employee opening mail and preparing deposits in Accounts Receivable. She worked her way up through the department and is currently a Senior Manager. Donna has enjoyed working with her team of co-workers who always come together to get the job done and seeing the plans come to fruition is always rewarding. She remembers many years ago when some of them had to work overnight keying payments. They've come a long way since then and can laugh about it now. In referring a friend, Donna would tell them it is great to work for a financially stable and well-managed company.

**Jodi Gerber** started as a temporary employee in the Bakery 35 years ago, and after working four seasons, became full-time. She started as a line worker and has worked her way up to her current position of a Senior Supervisor. Jodi has enjoyed all the people she has met throughout the years. She feels this is a great company to work for and appreciates the gain sharing, bonuses, 4-day workweeks and other incentives offered. Jodi thanks Jerry Albright for all he taught her in the enrobing area as well as Bill Hermanson and Donna Pence for their support.



**Nita Gilbertson** started 25 years ago as a seasonal employee in Monroe Production where she worked full-time as a Hold and Release Coordinator until she retired on June 30, 2021. Nita appreciates that whether you want to work part-time or full-time, there are opportunities available. She thinks this is a good place to work because the benefits are excellent, pay raises are fair, there are good people to work with, and no two days are the same. Nita would like to thank Bill Helt for helping her through a tough time when her husband got sick. Bill told her that everything would be all right. It made her feel that someone really cared what was going on with her family and that really helped.

**Donna Gordon** started on second shift in the Bakery 35 years ago and transferred to first shift 26 years ago where she is currently a Utility Worker. Donna enjoys the 4-day workweeks, gain sharing checks and the people she has worked with over the years.

**Gordon Graham** started in 1976 as a seasonal employee. He became Warehouse Lead, Receiving Supervisor, Operations Supervisor and was the Assistant Inbound Manager in Sun Prairie Fulfillment when he retired this year. Gordon feels Colony Brands is very family-oriented and has always felt like a part of the company. In his 45 years, Gordon has worked with some great people. There are too many to mention and he wouldn't want to leave anyone out.

**Patrick Groves** began his 40-year career as a season employee at our Madison facility. He worked many years in supply management in Madison Fulfillment, CCDC and is currently an Assistant Manager of Facility Maintenance in Sun Prairie. Pat appreciates that Colony Brands provides security while other companies have had layoffs. He believes the company really cares about its employees. Pat credits Jeff Mucks with challenging him to grow in his job by pushing him out of his comfort zone.

**Peggy Gobeli** started as a weekend employee in Fulfillment 25 years ago. She then transferred to the Monroe Contact Center working weekends where she became the second shift Supervisor. When that was discontinued, she transferred to Order Processing where she is currently an Assistant Supervisor. Peggy enjoys the flexible hours, good pay, booster discount certificates, catalog discounts and her co-workers. She has many special memories and had great mentors throughout the years.

**Fred Goodman** began his 45-year career in August 1996 in Monroe Production. He transferred to the Bakery where he is currently a Senior Supervisor in Bakery Receiving.

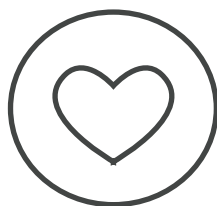
**Laurie Heins** started in 1996 as a seasonal employee in Cheese Operations. After about three months, she transferred to the Janitorial Department and has been there ever since. Laurie has met and become friends with many people over the years. She also likes that she gets to move around a lot rather than sitting at a desk all day. She has many great memories from her 25 years here.

**Karen Heller** started her 35-year career as a seasonal employee in the Bakery. She became a full-time Utility Worker before transferring to the Bake and Fill area to train to become a Baker. She has recently been promoted to a Supervisor in the baking area. Karen enjoys creating food that customers enjoy and make a tradition of year after year. She has also enjoyed the wide variety of people she has worked with. She credits Mike Henthorne, Danny Burkhalter and Lorie Hanson who helped get her where she is today.

**Becky Henke** began her 25-year career in Non-Food QA inputting QA specs before transferring to the food business as a Gift Designer. Realizing her passion was in food, it quickly became her goal to someday run the food businesses. After several steps in that direction, Becky is now the VP of Food Branding. Becky has always appreciated our core values and how they have resulted in a strong culture. The company's focus on caring for our employees, customers and communities is what keeps our culture very special. Becky remembers when she transferred out of QA, she...

...was offered the option of two positions, the Gift Designer position or that of a Non-Food Merchandising Assistant. She often looks back and thinks how her career path could have looked very different had she not joined the food business in her early years.

**Kevin Hintz** began his 40-year career on the food inbound dock in Monroe. After multiple positions in Monroe, he then worked in our Clinton and DeWitt, Iowa facilities. He is currently the Inbound Inventory Manager in Peosta Fulfillment. Kevin has enjoyed the opportunities to work in different departments. He enjoys developing processes and sharing his knowledge to teach others. He feels Colony Brands is an ethical company and values its employees. A favorite memory is when he was working seasonally in food packing in 1978, Bob Heitz approached Kevin and said he was giving him a raise because he took the initiative to assume the role of directing the line supply chain. This was something he never forgot as he wasn't expecting it and it set the tone for Kevin's appreciation for the company going forward.



**Ann Hunter** has spent her entire 40-year career in SCDC. She started as a COBOL programmer, then worked in customer service for General Foods, Golden Books, Last Best Place, Madeleine, etc. before working customer service for Swiss Colony. Ann had a part in setting up the Monroe, Cassville, Dickeyville, Clinton and Hannibal facilities, as well as Home Agents. Ann says the best part about her employment has been the people she works with. The many friendships she has gained have helped with networking to find the best way to do things. Ann has many memories from her 40 years and is amazed how far we've come from the "punch cards" for programming to having home agents taking orders from all over the country.

**Mark Iserman** started in the Bakery 35 years ago. He transferred to a job in Computer Operations where he worked until 2000, then transferred to Systems & Programming where he is currently a Software Developer. Mark enjoys the family atmosphere here at Colony Brands. He recognizes retirees Larry Omodt, Randy Iverson, and Byron Haines for encouraging him and helping him advance in his career. Their patience and help have gotten him to where he is today.

**Melissa Johnson** has taken many steps in her 25-year career and is currently an Assistant Supervisor for the Home Order Taking Department. She has enjoyed her co-workers and the customers she has helped over the years. Melissa says Colony Brands is a great place to work, and she has recommended many...

...people to apply, including three of her children who are currently home agents. She also loves the employee stores and hopes they will be available in the future so she can use her BDCs. She misses annual events and hope they too will return soon. Melissa credits JoDee Wells, Jody Hansen, Sherril Whitmore, Paula Chambers and Laura Heppner along with her current supervisors for helping her advance to where she is today.

**Leanne Konkell Briggs** started 25 years ago in the Fire Glazed Ham Store in Madison. In 1998, she became the store manager at the newly opened 7th Avenue Store in Machesney Park Mall in Illinois. In 2007, that outlet store moved to Cherry Vale Mall and Leanne worked there until it closed in 2010, then transferred to the Monroe Outlet Center where she is currently the Senior Manager, Stores. She has learned many skills over the years from spiral slicing and glazing, operating a forklift, the proper way to "build" a cheese tray, merchandising, building displays, and PC skills. The most important thing she has learned is to strive to collaborate/communicate with fellow employees and customers to the best of her ability. Leanne says she has worked with many wonderful, thoughtful people over the years and has learned something from every one of them.

**Ken Kvam** started as a temporary third shift forklift operator 40 years ago. He worked his way up through several supervisory and management positions in Madison and is currently the Senior Manager of Fulfillment Operations in...

...Sun Prairie. Ken says it has been exciting and rewarding to watch the company grow from its food gift beginnings to where we are today. Being a part of the process to implement automation and expand our global footprint that puts us on the same playing field as other retail giants has been amazing. This has all been accomplished while maintaining the company's commitment to its employees. Ken credits retiree Jeff Mucks for being a positive influence on his career. Jeff could be demanding but took the time to explain what was to be achieved and how to get there. He really cared about the results and even more, the people working for him.

**Betty Lehman** has spent her entire 40-year career in the Bakery where she is currently a Utility Worker. It has been amazing to watch how the bakery has grown new products, and the upgrades that have been made over the years. Betty likes the 4-day workweeks, vacation, the Wellness Center, rotation of jobs, Booster Discount Certificates, and the discounts on catalog orders.

**Shelly Leibundgut** started in Purchasing 25 years ago. She has worked in multiple departments over the years – Drop Ship, Merchandising, Inventory Management, Technical Design, and is currently an Apparel Technologist in Non-Food QA. Shelly feels the company treats their employees very well and she enjoys the many perks like 4-day workweeks, employee discounts, BDCs, gain sharing, special luncheons, and recognitions. The people are great and it's amazing to see how much they...

...want to create the best experiences for both internal and external customers. Shelly has many great memories from traveling to visit vendors to Badger Days parties, to employee appreciation parties, to being a company fit model. All her supervisors have had an impact on her career, but one piece of advice she received from Tim Wolff really resonated with her. He said whenever you make a decision, think how it will affect the next person/department down the line.

**Chris McCabe** has worked his entire 45-year career in the Bakery where he is currently a Bakers Helper. Chris remembers when they had to hand cut and fill all the Petits Four brick sheets, and now they have machines to do that. Chris developed a special bond with previous managers, Gary, Bill and Jerry. They not only worked together, but also played sports and had house parties and picnics outside of work.

**Evie McCann** began her 30-year career in the Cassville Call Center, and when that facility closed, transferred to Dickeyville where she is a CC Rep IV. Evie enjoys the flexible hours to work part-time, catalog discounts, earning BDCs to spend, the gifts, treats and special meals. She says the company has always been a positive and motivating place to work, and she hopes to spend 5-10 more years working here.



**Cary McNatt** began his 35-year career in the Credit/Collection office in Madison. In 1987, he was promoted and transferred to the Credit Department in Monroe, which today is known as DM Services. Cary was promoted up through the ranks and is currently the President of IMS. Cary is glad to work for a company that truly cares for its employees, customers, and communities.

...him, Jay Nelson for his knowledge of layout and typography, Barb Babler and Cathy Crubaugh for their assistance with catalog knowledge and managing staff, Hans Bernet for seeking him out to help with developing our first e-commerce catalogs, and his wife for putting up with him for the past 30 years. He would like to especially like to thank his staff for all they do to make our websites look great and provide our customers with a friendly shopping experience.

**Darwin Nipple** has worked his entire 30 years in the Bakery where he is currently a Raw Material Scaler. He has enjoyed meeting some great people and has made many friendships over the years.

**Terry Patterson** has worked his entire 25-year career in Monroe Fulfillment. He started as a lead in the coolers and transferred to work as a supervisor in the non-food area until that product was moved to our other fulfillment facilities. He is currently the Inbound Supervisor on the dock. Terry enjoys the fast-paced and always changing aspects of the business.

**Ann Marie Schager** started in Purchasing 25 years ago as an assistant to the clothing/jewelry buyer. After a couple years, she transferred to Accounting for a period, but learned that wasn't her cup of tea, so transferred back to Purchasing, which is now called Non-Food Inventory Management. She is currently a Senior Inventory Manager for Linens. Ann Marie appreciates that the company values its employees, has a...

...family-owned culture, and has outstanding benefits. She thanks Holly Elmer for training and guiding her throughout her career. She has gained so much knowledge and confidence under Holly's supervision and is so grateful she is still her manager today.

**Wendy Schmoldt** began her 35-year career in Accounts Receivable as a temporary mail clerk. Soon after, she was made full-time and worked with the wholesale side of accounts receivable (A/R) processing payments. After seven years in A/R, she transferred to Accounts Payable and has worked her way up from Junior Accounting Clerk to Senior Manager. Wendy enjoys her work and has met some wonderful people working here.

**Tim Schroeder** started 35 years ago as a temporary replenisher on the flow rack, then became a forklift operator, then assistant supervisor of replenishment. In 1988, he was made full-time as the third shift supervisor of the warehouse and is currently the Assistant Manager of Inbound. Tim enjoys the challenges of an ever-changing warehouse environment and has made many friends over the years. He credits Rob Hodgson as being a great mentor. He remembers in 2001 when they had semis lined up all the way around the building, and he and Rob worked together to get them all unloaded timely and get the product put away correctly.

**Susan Smith** started 35 years ago working as a seasonal employee in Mailing, Watts, and Order Corrections. In 1986, she was hired full-time in Special Projects where she worked until transferring to Samples Management in 2007 where she is currently a Catalog Development Coordinator. Sue enjoys the many benefits offered, the catalog discounts, booster discount certificates, gain sharing checks and the many people she has met over the years. Sue credits Michelle Miller as her mentor. Michelle made it fun to come to work every day and she always took the time to explain why and how to do things. She also made a wonderful carrot cake that she shared with her staff.

**Donna Streit** started her 45-year career as a line worker in Monroe Production. She eventually became a line lead and line coordinator before transferring to Monroe Non-Food to be a wave planner. When non-food was moved out of Monroe, she started working in food fulfillment where she is currently the Order Processing Supervisor. Donna likes the people she works with and has been lucky to have some great managers. She thanks Joy Findley for recommending her for a clerical position because that is what she has been doing ever since.

**Amanda Meyer** started as a seasonal employee in the Bakery and Fulfillment 25 years ago. In 1998, she interned in IMS Marketing Services where she was hired as a full-time employee after finishing college. Her current title is Marketing Services Coordinator. Amanda enjoys the people she works with, the benefits and perks offered by the company. She says working for Colony Brands requires good communication skills, hard work, good work ethics and adaptability to keep up with the fast-paced environment, which is a perfect fit for her. Amanda has had five managers since starting in IMS and has learned something from each one of them which has helped her to grow into the employee she is today.

**Ritch Miller** started in the Creative Department in 1991 as a Camera Lab Tech and worked his way up to his current position as E-Commerce Art Manager. In 1996, his career path changed drastically when this thing called the "world wide web" was created and where he now works on website creative full time. Ritch had many mentors who helped him to become the employee he is today. Char Paulson for hiring...

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**Bonnie Wagner** started 45 years ago in the Key punch area of SCDC. She transferred to Word Processing in 1978, Purchasing in 1992, then Inventory Management and is now a Production Associate in Product Sourcing. She has enjoyed watching the company grow from a food catalog to the business it is today.

**Patti Willis** started as a third shift Utility Decorator in the Bakery 25 years ago. Over the years, she spent time on all three shifts as a Machine Operator, Bakers Helper 1 & 2, and is currently a Senior Supervisor on first shift. Patti appreciates that this is a solid company to work for.

**Carla Yeagle** started her 35-year career as a seasonal employee in Customer Service. After two years, she transferred to a full-time position with the marketing group as a Statistical Analyst, then worked in the wholesale division of Green County Foods, and in 1991 transferred to the Maintenance Department where she is currently the Assistant Manager. Carla has enjoyed all aspects of working for Colony Brands. Everyone is friendly, cooperative, and helpful. She says all the benefits along with the encouragement and opportunities for personal growth within our company, home, and community are great.

**Angel Weber** started her 35-year career as a seasonal employee in Order Corrections. She transferred to Accounting after the season to extend her employment. In 1993, she was offered a full-time position in Accounts Receivable where she is currently a Junior Accountant. Angel enjoys the people she works with, along with the 4-day workweeks, discounts, and Healthy Returns.

**Susan Williams** started in the Purchasing Department 35 years ago where she bought packaging for the food business. In 1988, she started doing letters of credit and in the early 1990's started working with hard goods buying various direct import products. In 2000, Susan earned her Direct Import Certificate and prior to her retirement in June 2021, she was a Senior Financial Risk Analyst in the Global Compliance Department. Susan enjoyed the people she had become acquainted with and is glad for the opportunities she had to grow throughout her career. Susan credits Becky Pink for encouraging her to go for the Direct Import Certificate and for working alongside her to build self-confidence.



*congratulations*  
**2021** Anniversary Honorees